Minutes of the Quarterly Board of Regents Meeting
Murray State University
Friday, August 26, 2011
West Regional Postsecondary Education Center – Hopkinsville, KY

The Board of Regents (BOR) of Murray State University (MSU) met on Friday, August 26, 2011, in quarterly session in the West Regional Postsecondary Education Center located at 5305 Ft. Campbell Boulevard in Hopkinsville, Kentucky. Chair Constantine Curris called the meeting to order at 1:30 p.m.

Roll Call

The roll was called and the following members were present: Marilyn Buchanon, Constantine Curris, Sharon Green, Susan Guess, Jeremiah Johnson, Jack Rose, Phil Schooley, Jenny Sewell, Jerry Sue Thornton, Harry Lee Waterfield II and Stephen Williams. Absent: none.

Others present were: Randy J. Dunn, President; Jill Hunt, Senior Executive Coordinator for the President, Coordinator for Board Relations and Secretary to the Board of Regents; Tom Denton, Vice President for Finance and Administrative Services and Treasurer to the Board of Regents; Bonnie Higginson, Provost and Vice President for Academic Affairs; Don Robertson, Vice President for Student Affairs; Jim Carter, Vice President for Institutional Advancement; Jay Morgan, Associate Provost for Graduate Education and Research; Bob Jackson, Associate Vice President for Institutional Advancement; John Rall, General Counsel; Joshua Jacobs, Chief of Staff; and members of the faculty, staff, students, news media and visitors.

AGENDA
Quarterly Meeting of the Board of Regents

1. **Swearing-In Ceremony**

2. **Election of Officers Other Than Chair**

3. **Roll Call** — **Dr. Curris**

4. **Minutes of the Quarterly Meeting and Committee Meetings of the Board of Regents May 20, 2011***

5. **Hopkinsville/Christian County Leaders' Remarks** — **Mr. Tribble, Judge-Executive, Christian County; Dr. Selbe, President, Hopkinsville Community College**

6. **Report of the President** — **Dr. Dunn**

7. **Report of the Chair** — **Dr. Curris**

8. **Report of the Constituency Regents** — **Dr. Rose, Mr. Schooley, Mr. Johnson**

9. **Report of the Treasurer*** — **Mr. Denton**

10. **Gift-in-Kind*** — **Dr. Dunn**
    A. **Athletics – Racer Foundation Funded Projects**

11. **Naming Proposal*** — **Dr. Dunn**
    A. ***Bill and Merry Garrett Agricultural Education and Research Center* – Hutson School of Agriculture**

12. **Policy Actions***
    A. ***Board of Regents Operating Policies* - Various** — **Dr. Dunn**
    B. **University Diversity Plan** — **Mrs. Dial**

13. <u>Personnel Changes</u>* **Dr. Dunn**

A. Salary Roster
B. Staff Leaves of Absence Without Pay

14. <u>Committee Reports/Recommendations (Action Items Only Listed)</u>

A. Academic Affairs **Dr. Thornton**
1) Telecommunications Systems Technology Transfer and Licensing Agreement

B. Audit and Compliance **Mr. Waterfield**
1) Audit Contract Revision

C. Buildings and Grounds **TBD (Adams Replacement)**
1) 2012-18 Six-Year Capital Plan and Biennial Capital Budget Request

D. Enrollment Management and Student Success **Mrs. Buchanon**

E. Finance **Mr. Williams**
1) Global Outreach Scholarship for Sponsored Students
2) Endowment Report

F. Institutional Advancement **Mrs. Guess**
1) Gift Acceptance for RBIC Completion Project

G. Regional Services **Mrs. Green**

15. <u>Other Business</u>

(*Indicates Board Action Item)

<u>Special Guests</u>

Dr. Curris introduced special guests Randy Wilson, MSU alumnus and Vice President of Hopkinsville Community College (HCC), and Christian County Judge-Executive Steve Tribble. Judge Tribble brought greetings on behalf of Van Kemp, MSU alumnus and Mayor for the City of Hopkinsville. Appreciation was expressed to the Board for holding the Quarterly Meeting in Hopkinsville and all are thankful for the investment MSU has made in Hopkinsville. Slone Cansler, Director of the West Regional Postsecondary Education Center, and her staff are active members of the community which is also appreciated. The education he obtained from MSU has served him well in his career and the same is true for his wife and youngest daughter. A local industry recently announced 60 new jobs representing a $3 million investment and a vice president in that company even has ties to MSU.

Dr. Wilson delivered greetings on behalf of Jim Selbe, President of Hopkinsville Community College, who was unable to attend the meeting today. He also has family who graduated from MSU and all have fond memories of their time at the University. Murray State has been very important to him and to his family and he currently has an honors student at Murray High School and, contingent on future scholarship opportunities, hopes the decision will be made to further their education at Murray State. HCC has a strong relationship with Murray State and Dr. Selbe not only has a personal relationship with the University but also a professional one. The two entities share campuses, instructors and programs and all in Hopkinsville look forward to the opportunity to work with Murray State well into the future to further educational opportunities for the students of Christian County and the region.

<u>Swearing in Ceremony – Jenny Sewell and Jeremiah Johnson</u>

In keeping with Section 164.321 of *Kentucky Revised Statutes* (KRS), Governor Steven L. Beshear, on July 29, 2011, appointed Mrs. Jenny L. Sewell, Post Office Box 245, Dawson Springs, Kentucky, as a member of the Murray State University Board of Regents. Mrs. Sewell will replace William C. Adams, Jr., Murray, Kentucky, whose term expired June 30, 2011. Mrs. Sewell shall serve for a term ending June 30, 2017. The students of Murray State University elected Jeremiah Johnson to serve as Student Regent

on April 13, 2011, and his term as Student Regent will expire June 30, 2012. Judge Tribble administered the Oath of Office to Mrs. Sewell and Mr. Johnson as per the requirements of KRS Section 164.321.

Election of Officers – Vice Chair and Secretary, elected

Chair Curris reported in accordance with the *Bylaws* of the Board of Regents all officers shall be elected annually at the spring meeting and shall serve for a term of one year, commencing July 1 following their election. In accordance with KRS 164.330, an organizational meeting shall be held within thirty (30) days after each appointment of new members. At this meeting there shall be elected a Vice Chair and Secretary to the Board. The Board shall also appoint a Treasurer, and such officers as deemed necessary, but no member of the Board shall be appointed Treasurer.

The roll was called for nominations for Vice Chair to the Board of Regents. Mrs. Buchanon passed. Ms. Green nominated Marilyn Buchanon for Vice Chair. All others passed. Chair Curris stated there being only one nomination for the position of Vice Chair, Marilyn Buchanon shall be elected Vice Chair by unanimous consent, according to the *Bylaws* of the Murray State University Board of Regents.

The roll was called for nominations for Secretary to the Board of Regents. Mrs. Buchanon nominated Jill Hunt for Secretary. All others passed. Chair Curris stated there being only one nomination for the position of Secretary, Jill Hunt shall be elected Secretary by unanimous consent, according to the *Bylaws* of the Murray State University Board of Regents.

Treasurer Appointment, confirmed

Chair Curris confirmed the previous appointment of Tom Denton as Treasurer of the Murray State University Board of Regents.

Minutes of the Quarterly Meeting and Committee Meetings of the Board of Regents May 20, 2011, approved

Mr. Williams moved, seconded by Dr. Rose, that the Minutes of the Quarterly Meeting and Committee Meetings of the Board of Regents on May 20, 2011, be approved as submitted. The motion carried unanimously.

Report of the President

Dr. Dunn reported the following:

Recent Recognitions and Honors

- "Great Colleges to Work For"/Professional/Career Development Programs and Confidence in Senior Leadership categories – ***The Chronicle of Higher Education***
- 2011 America's Top Colleges – ***Forbes Magazine*** (The rankings feature a total of 650 schools – the top 20 percent of all undergraduate public and private institutions in the country.)
- "America's Top 100 Best College Buys" 2011 – ***Forbes Magazine*** (MSU is the only Kentucky public school included as a "Best Buy," and has been ranked in this particular category for three years.
- Murray State ranked as one of only two Kentucky public universities receiving a "B" for its general studies program and nationally, only 17 universities scored an "A." – ***The American Council for Trustees and Alumni***
- A "Top Tier" university in academic quality for 20 consecutive years (1992-2011) – ***U.S. News & World Report***
- In the Top 12 six consecutive years among public master's universities (2006-11) – ***U.S. News & World Report***
- Ranked 7th among all public universities in the southern region – ***U.S. News & World Report***
- Military Friendly School – 2011 (2012 expected in September) – ***G.I. Jobs Magazine***
- Ranked 16th in the country for its online Master of Business Administration program in the category of "High Quality Buys – Under $15,000" – ***GetEducated.com***

People

- ***Hold Thy Banner High* Gift Campaign**
  - The 1922 Society has 117 members and has raised $225,000 to date.
  - The MSU Faculty and Staff Campaign represents a 30 percent giving rate overall (University Libraries giving rate at 97 percent) and has raised $687,000 to date.

- **Recent Appointments**
  - Dr. Susan Muller – Dean of the College of Health Sciences and Human Services

- Dr. Marcia Hobbs – Dean of the School of Nursing
- Dr. Lillian Daughaday – Interim Chair of the Department of Government, Law and International Affairs
- Tina McCalment – Director of University Galleries
- Shanna Burgess – Director of Student Support Services (TRIO Programs)
- Steven Leitch – Director of Campus Recreation
- Dr. Bob Long, MSU Distinguished Visiting Professor, was named to the Board of Directors for the Foundation for a Healthy Kentucky.
- Dr. Kevin Miller, Department of Chemistry, received the Cottrell Award from the Research Corporation for Science Advancement.

Programs

- The Civil Engineering Technology, Construction Engineering Technology Option and Occupational Safety and Health programs were fully reaccredited by Accreditation Board for Engineering and Technology (ABET) Commissions.
- MSU College of Education is offering a Teaching Gifted and Talented graduate cohort for Daviess County Schools with approximately 30 individuals participating in the program.
- First University partnership agreement signed in Brazil with *Universidade Estadual Paulista.*
- Preliminary fall 2011 enrollment data was provided in the supplemental notebook. The full enrollment report will be provided at the December 2011 Quarterly Meeting but information presented provides an enrollment comparison to this period last year and work continues to build enrollment. First-time freshmen and transfer numbers are strong, representing approximately 8 percent growth. There is some concern with regard to student retention and this area is being monitored closely.

Regional Outreach

Gina Winchester, Executive Director for Regional Outreach, provided an update on regional outreach initiatives and a video was shown highlighting the following:

- Regional Outreach has been constantly evolving since its inception in 2006 as mandated by the Council on Postsecondary Education (CPE).
- Embraced and supported by President Dunn in 2007, this initiative is now funding projects throughout the region to enhance educational attainment. The initiative utilizes the intellectual capacity of those involved to change the culture of west Kentucky. The vision is not to maintain the practices of today or to fix issues that may arise, but to plant seeds of change with the hope the result will be a better quality of life through learning for children which will enable them to succeed in the new century.
- The regional outreach initiative is now in its third year and through the combined efforts of staff and the Advisory Council has produced significant results through its re-granting process in the 18-county service region. A total of 41 projects were funded over this period for a total investment of $813,201 and 156 regional events were held which impacted 52,449 individuals and leveraged over $1 million for education.
- Significant projects supported by the Office of Regional Outreach include:
  - School Administrators Leadership Academy, hosted in partnership with West Kentucky Educational Cooperative for three years, and now replicated through the Kentucky Chamber of Commerce as part of the New Agenda.
  - STEM Education improvement, in partnership with the county conservation districts across the region, through the introduction of Jason Lindsay, The Science Guy, to nearly 19,000 students.
  - Over the past three years partnered with Madisonville and Hopkinsville community colleges on 2+2 programs, representing an initiative which has evolved into a full Racer Academy offering math and agriculture dual credit courses in high schools across the state.
  - Other project work has impacted cultural awareness in the region by teaming with the Carson Center in Paducah, Kentucky, on the Big Read, sponsoring Purchase Area Dance Company performances and hosting the week-long Shakespeare Festival held on the Murray State campus.
  - Grant projects have also impacted economic development through funding for Agricultural Bio-based research as well as a transfer of wealth study resulting in a new tax law promoting community education foundations statewide.
- The success of the regional outreach initiative includes strategic planning, visioning and implementation attributed to a 21-member Advisory Council with representatives from each of the 18 counties in the University's service region. Through their guidance and dedication, as well as support of the University administration and Board of Regents, this entity continues to prosper.

Report of the Chair

Dr. Curris provided an update regarding discussion which occurred at the BOR Retreat and Work Session yesterday at Lake Barkley State Resort Park and indicated the following:

- A good portion of the day was spent discussing the future of the institution and the Board received reports from each of the vice presidents and the Athletic Director. Significant issues which will affect the University's future were discussed and consensus unfolded in terms of the direction which the University needs to be headed.

- One item discussed during the Buildings and Grounds Committee was the future of Ordway Hall and whether that building should be renovated or razed. Much of this work pertains directly to resources necessary to renovate the facility and how that funding would be identified. The Board made the decision to not take any action at this meeting but will plan to make a final determination regarding Ordway Hall at the December meeting. The BOR administration was asked to arrange for the BOR to tour the facility so all have the information necessary to address the issue appropriately in terms of this fixture on the MSU campus which has deteriorated to a significant degree.
- In accordance with policy adopted several years ago, the President of the University undergoes an annual evaluation and after four years a comprehensive review is undertaken. The time has come for President Dunn to have that review which will be conducted by the Board acting as a whole. During the process – and in keeping with policy – many individuals present today will be asked to meet with individual members of the Board to provide input relative to the future of the institution.

Report of the Constituency Regents

Faculty Regent

Regent Rose indicated much of what Dr. Dunn reported reflects the actions of Murray State University faculty and staff in terms of programs and activities but also the recognition received by the institution. On behalf of the faculty and staff, appreciation was expressed to the President, administration and the Board for the 4 percent across-the-board increase in salaries which represented a positive move and 100 percent of comments received have reflected that sentiment. Fall Move-in and Great Beginnings events went smoothly and all who participated were thanked for their efforts. He is pleased with the continuing recognition MSU receives for programs and quality of instruction and looks forward to those recognitions continuing.

Staff Regent

Regent Schooley expressed appreciation to the Board on behalf of the staff of the University for the 4 percent raise and for any additional money which resulted from the Compensation Study. He has not heard from one individual who did not appreciate the Board taking this action. The Staff Recognition Luncheon was held earlier this month and appreciation was expressed to Regent Buchanon for bringing greetings on behalf of the Board of Regents. Her message was well received by over 650 individuals in attendance. The Breathitt Veterinary Center will hold its awards ceremony on September 19, 2011, and all Regents were invited to attend.

Student Regent

Regent Johnson reported throughout the summer the Student Government Association Executive Council has been working on scheduling events to be held throughout the year which included Tom DeLuca (2,000 attendees) and Maya Angelou (4,000 attendees). A list of upcoming events was provided to the Board.

Report of the Treasurer – Quarterly Financial and Investment Reports, accepted

Mr. Denton provided the following unaudited financial report highlights:

- With regard to the balance sheet for 12 months ended June 30, 2011, cash and cash equivalents are $9.5 million greater this year than prior year due to tuition and the donation of $1.1 million to the CFSB Center (received at year end).
- With regard to liabilities, bonds, notes and capital leases, the University has $3.3 million less in liability due to net service payments on bonds. This does not include recent bond refunding or bonds issued for renovation of Elizabeth Residential College. There was some decrease in bond payment for the refunded bond, but there is an increase overall due to Elizabeth College.
- Total net assets are $12 million more overall than at this point last year.
- Net student tuition and fees currently total $65.5 million compared to a budget of $62 million, resulting in $3.5 million over budget. At least $2 million of this amount will be utilized in the new-year budget.
- The University's financial "bottom line" has not yet been fully adjusted and work continues with the auditors to finalize the financial statements.
- With regard to auxiliaries, a net total increase includes setting aside $500,000 from Food Services and $800,000 from Housing to provide for construction and renovation in the residential colleges.
- With regard to investments, realized earnings have not been adjusted for market changes but rates are not as favorable this year as in prior year.

Mr. Williams moved, seconded by Mr. Waterfield, that the Board of Regents, upon the recommendation of the President of the University, accept the quarterly unaudited Financial and Investment Reports for the period July 1, 2010, through June 30, 2011, as presented. The motion carried unanimously.

(See Attachment #1)

Gift-in-Kind, accepted

Dr. Rose moved, seconded by Mrs. Guess, that the Board of Regents, upon the recommendation of the President of the University, accept the donation of Football Locker Room work, Hall of Fame (CFSB Center) lettering/signage/plaque stands and new Stewart Stadium outdoor seating valued at $107,150.95 which were donated by the Racer Foundation of Murray, Kentucky. The motion carried unanimously.

The Board requested that the President communicate to the Racer Foundation its sincere gratitude for their continuing support and Dr. Dunn indicated a written communication would be prepared from his office.

Naming Proposal, approved

Dr. Dunn reported there was initially a lead gift from Bill Garrett in honor of his wife Mary for a farm the University desired to acquire for the Hutson School of Agriculture. Commercial property was donated to the University that was liquidated and those monies were intended to represent the lead gift for farm acquisition. MSU was subsequently blessed with the gift of a 160-acre farm from the Hutson family which fulfilled all requirements and characteristics necessary for it to be added to the University's inventory. This represents a very generous gift from the Garretts and the University wanted to identify an appropriate naming opportunity that would honor Bill and Merry for their generosity to the institution. An opportunity recently presented itself to acquire – through the MSU Foundation – a farm abutted to the Hutson Farm and that is now held by the Foundation for the benefit of the University. This property, referred to as the Cohoon property, will serve many purposes for the institution and in addition to squaring off the Hutson Farm, has provided for electricity, water and an irrigation pond. The property also has buildings which Dean Tony Brannon desires to utilize to create an agricultural and research center. With appropriate signage and honorary recognition (Homecoming Weekend), the desire is to utilize these buildings to create the *Bill and Merry Garrett Agricultural Education and Research Center* within the Hutson School of Agriculture.

Mrs. Guess moved, seconded by Mr. Williams, that the Board of Regents, upon the recommendation of the President of the University and the University Naming of Campus Facilities Committee, approve the naming of the new Agricultural Education and Research Center the *Bill and Merry Garrett Agricultural Education and Research Center*. The motion carried unanimously.

Policy Actions

Board of Regents Operating Policies – Amendments, adopted

Dr. Jacobs reported a number of changes related to judicial affairs and the appeals process for students are being recommended. Appreciation was expressed to Mr. Rall and Peggy Pittman-Munke and Steve White through their involvement in Faculty Senate. Each of these individuals advocated for the revision of University policies as follows:

1) KRS 164.370 previously designated the University Appeals Board as the institutional committee with authority to suspend or expel students for disciplinary reasons. A change in statute has modified the composition of the desired committee to include staff, along with faculty and students. It is recommended the University Judicial Board referenced in *BOR Policy Section 6.6* now be designated as this committee per KRS 164.370 because its composition already consists of students, faculty and a member of the staff. The University Judicial Board is the forum before which hearings are held whereas the University Appeals Board reviews proceedings on an appellate basis once the University Judicial Board acts. It is believed the University Judicial Board would be a proper committee for the Board of Regents to designate as having authority to suspend or expel students for disciplinary reasons. Review would still be available before the University Appeals Board.
2) Other modifications within *Section 6.6* include the desire to move away from certain language such as "acquit," which has the connotation of a criminal proceeding. This section also contains suggested

changes to the membership of the International Studies Advisory Committee and the Campus Safety Committee and deletes the International Affairs Executive Council as duplicative.

3) A student suspended or expelled may, by statute, have a final appeal to the Board of Regents. The Board has provided in the *Board of Regents Operating Policies Section 1.1(E)* that the Enrollment Management and Student Success Committee of the Board will serve as the Student Disciplinary Committee in matters related to student suspensions or expulsions. A revised *Section 1.1.(E)* is recommended which formalizes the role of the Student Disciplinary Committee and the Board in student matters which may come before these bodies. The amended policy provides that the Board of Regents will make the ultimate decision in such instances.
4) A review of the provisions of the *Student Handbook* related to student disciplinary matters has resulted in additional recommendations to *Board of Regents Operating Policies Section 5.3* regarding the Student Code of Conduct. The deletion of current *Section 2*, "appearance at hearing," is believed to be consistent with current procedures related to the University Judicial Board which do not require a student to participate in proceedings but do require a decision to be based upon substantial evidence. Modifications are recommended to the provisions related to bomb threats and fire reports in order to encompass tampering with fire safety equipment. An amendment is recommended to the provisions regarding "commission of a serious crime" to reflect the new role of the University Judicial Board in matters of suspension and expulsion. A provision has been added to allow, in proper circumstances, discipline for off-campus behavior.
5) Amendments to the *Board of Regents Operating Policies 5.7* regarding Student Disciplinary Proceedings, are also recommended. The amendments here, as well as amendments to the *Student Handbook* related to disciplinary proceedings which are under review, are intended to provide a broader emphasis on the fact that such proceedings are to be fair not only to students against whom misconduct is alleged but to all parties involved. Language is included to delineate the role of the President and Vice President for Student Affairs in establishing procedures before the University Judicial Board and University Appeals Board.

Chair Curris indicated he is uncomfortable with the vagueness of the language pertaining to off-campus conduct which reads, "any off-campus conduct or behavior which would be subject to disciplinary action if it occurred on campus will be subject to disciplinary proceedings if it adversely affects or raises reasonable concerns for the safety or well-being of any person or property on campus or if it is detrimental to the objectives or purposes of the University or any of its programs or operations." There are instances when someone engages in a felony off campus that would have an impact on campus but if someone is involved with underage drinking and disorderly conduct off campus and there is publicity about the incident this policy opens up the potential for action on campus. He is concerned the type of off-campus behavior which would be subject to disciplinary action on campus and what could be viewed as a part of a person's personal life and not be subject to the hand of the University. Mr. Rall reported in drafting this language an attempt was made to conduct as much research as possible and one issue which seems clear is the courts recognize the broad authority of colleges to discipline students. One initiative which prompted this language was a recent "Dear Colleague Letter" to the Department of Education dealing with off-campus sexual harassment which could fall under the purview of the governing body. There are cases which deal with off-campus academic dishonesty and in the age of the Internet behavior could occur off campus which would affect the integrity of the University's email system, as an example. The policy is not intended to give judicial affairs the ability to begin monitoring the personal lives of students but represents the type of language which has been recognized by the courts to give universities the authority necessary to handle matters which would have an adverse impact on the institution.

In response to what would prohibit the University from overstepping the boundaries of this policy, Mr. Rall reported there are some limitations and always a good faith determination on whether or not behavior off campus affects the objectives and purposes of the institution and most can agree on examples when this behavior affects the campus climate. This policy language provides the campus with the authority to respond to those instances and at one time was included in the Code of Conduct but was unfortunately removed either through omission or for other reasons. Dr. Dunn indicated this is not unlike other situations where the policy can only take the University so far. Then there must be an understanding and trust in those charged with implementation that they will use judiciousness and discretion and there is a means for review in place and the University's current internal process adequately ensures due process.

Mr. Williams moved, seconded by Mr. Waterfield, that the Board of Regents, upon the recommendation of the President of the University, adopt the proposed amendments to the *Board of Regents Operating Policies – Sections 1.1(E), 5.3, 5.7* and *6.6.* The motion carried unanimously.

(See Attachments #2-#5)

University Diversity Plan, approved with revisions

Dr. Dunn introduced Sabrina Dial, Director of Equal Opportunity, who served as the lead person in development of a *University Diversity Plan*, S.G. Carthell, Director of Multicultural Affairs and Jody Cofer, Academic Program Specialist, who served as co-chairs of the *President's Commission on Diversity and Inclusion*. In undertaking this work the University is responding to a mandate from the CPE which passed a Diversity Policy one year ago for the Commonwealth of Kentucky and its higher education institutions. Part of that charge was identifying elements of diversity planning which should take place on each of the university campuses subsequent to the passage of state policy. The *PCDI* was tasked with that work and what is being presented for approval today represents the *University Diversity Plan* which was developed.

Mrs. Dial reported in December 2008 the Office for Civil Rights, endorsed by the Governor of the Commonwealth, indicated the state was in compliance with Title XI of the Civil Rights Act of 1964 and once in compliance was released from the requirements of the *Kentucky Plan for Equal Opportunities*. Since September 2010 the Commonwealth has shifted from remedial planning to pursuing access and equity through diversity planning. As a result, the CPE adopted the *Kentucky Public Postsecondary Education Diversity Policy and Framework for Institution Diversity Plan Development* (statewide policy). The statewide policy provided structural guidelines and required the state universities to develop diversity plans. Four specific areas that each institution would be required – at a minimum – to address were set forth and included: 1) student body diversity that reflects the diversity of the Commonwealth or the institution's service area, 2) achievement gaps, 3) workforce diversity and 4) campus climate. The institutions were asked to provide specific strategies to promote diversity and measurable goals to accompany those strategies which would reflect the demographics of the area the University serves. At MSU the *PCDI* was created and tasked with the responsibility for developing and continually monitoring implementation of the *University Diversity Plan* and initiatives contained therein.

Mr. Cofer reported after the *PCDI* was commissioned in 2009 a few months were spent establishing the group and developing processes around how to develop a draft version of the Murray State *University Diversity Plan*. The *PCDI* explored the institution in detail in order to gain a broad understanding of all diversity-related work which was already occurring. The data collection process began in terms of the direction the *PCDI* thought the University should be headed. Workgroups were created to address the areas set forth by the CPE and in order to collect data various initiatives were undertaken, including classroom visits, focus groups, panel discussions, administrator meetings and public forums. An effort was made to involve the entire University community – students, faculty, staff and community members. An analysis of information collected was undertaken and the workgroups began drafting the various sections included in the Diversity Plan. Once drafted by the *PCDI* the document was circulated to the vice presidents, the deans and various other stakeholders to provide an opportunity for feedback. Mr. Carthell reported in June 2011 the *PCDI* met with the CPE Committee on Equal Opportunities and reviewed the first draft of the documents presented by all universities. When MSU's plan was discussed in terms of what was included and how the team viewed this work, the CPE indicated the University responded well in terms of what was requested.

Dr. Dunn reported a tremendous amount of work was involved in producing this document and publicly thanked the individuals present as well as other University community members who served on the Commission. The University is proud of the document which has been produced and assurance was provided that preparation work began well in advance of adoption of the CPE statewide policy. Changes of the magnitude which are being suggested do not just happen and a proactive stance must be taken which at various times has been a challenge for the institution. The work undertaken by the *PCDI* provided the first opportunity in the history of the University for all to come together to identify what should be accomplished at MSU and not simply respond to CPE directives. Those involved in this work approached their charge in a proactive manner and have produced a document which can be truly transformative for the University culture.

Mr. Williams moved, seconded by Dr. Thornton, that the Board of Regents approve the *University Diversity Plan* with the following revisions which vary from the recommendation originally submitted by the President of the University:

1) Receive the proposed Murray State *University Diversity Plan* with appreciation to the *President's Commission on Diversity and Inclusion*;

2) Approve the proposed plan in principle, with the proviso that all recommended specific action steps be subject to regular University review and approval processes relative to programmatic planning, operating and capital budgets and subject to available resources;
3) That the University administration be directed to develop a plan of implementation, consistent with the University's standard operating procedures; and
4) That the University administration provide to the Board of Regents a progress report of implementation no less than annually.

The motion carried unanimously.

(See Attachment #6)

Personnel Changes, approved

Salary Roster

Mrs. Guess moved that the Board of Regents, upon the recommendation of the President of the University, approve the Salary Roster as of June 30, 2011, which includes new employment, retirements, resignations and terminations. Mr. Schooley seconded and the roll was called with the following voting: Mrs. Buchanon, yes; Mrs. Green, yes; Mrs. Guess, yes; Mr. Johnson, yes; Dr. Rose, passed; Mr. Schooley, yes; Mrs. Sewell, yes; Dr. Thornton, yes; Mr. Waterfield, yes; Mr. Williams, yes; and Dr. Curris yes. The motion carried.

(See Attachment #7)

Staff Leaves of Absence Without Pay

Mr. Schooley moved, seconded by Mr. Waterfield, that the Board of Regents, upon the recommendation of the President of the University, approve the Staff Leaves of Absence Without Pay as listed below:

Name	**Department**	**Effective Date**
Jennifer Binkley	KATE	07/06/11-09/05/11
Benjamen Bowden	Upward Bound	06/18/11-08/21/11
Lea Bowland	Equal Opportunity	06/27/11-08/09/11
Marcie Clark	Human Resources	07/07/11-08/03/11
Philip Dashney	Facilities Management	04/16/11-04/24/11
Tina Flener	Procurement Services	05/19/11-05/23/11
Phyllis Jones	Bursar's Office	06/23/11-06/29/11
Sheila Lamb	Dining Services	05/31/11-07/05/11
Vicky Stephenson	Facilities Management	02/12/11-11/11/11
Michael Thompson	Facilities Management	05/10/11-05/17/11
Rhonda Vandiver	Purchase AHEC State	05/04/11-05/20/11

The motion carried unanimously.

Committee Reports/Recommendations

Academic Affairs Committee – Dr. Thornton

Telecommunications Systems Technology Transfer and Licensing Agreement, approved

On behalf of the Academic Affairs Committee, Dr. Thornton moved, seconded by Mrs. Buchanon, that the Board of Regents, upon the recommendation of the President of the University, approve the general terms of the attached agreement for the licensing of the "Communications Packager" technology developed as part of the Telecommunications Systems Management Program, and further authorize the President of the University to execute an agreement with PreparedIT, LLC. In accordance with the *Statement of Ethical Principles and Code of Conduct* it is further recommended the Board of Regents specifically find there is no indication any employee has influenced any decision by anyone in the approval process. The motion carried unanimously.

(See Attachment #8)

2010-11 New Program Update, discussed

Dr. Thornton reported an update on new degree programs was provided by Provost Higginson and two new deans were introduced – Susan Muller, Dean of the College of Health Sciences and Human Services, and Marcie Hobbs, Dean of the School of Nursing.

Audit and Compliance Committee – Mr. Waterfield

Mr. Waterfield, Chair of the Audit and Compliance Committee, indicated holding the Board meeting at an off-campus location and touring the various facilities has been particularly beneficial and suggested similar tours continue to be conducted – even on the main campus. In addition, through participation in various campus events, Mr. Waterfield realizes how alumni feel about this institution and recently had an opportunity to attend a presentation by former Presidents Bill Clinton and George W. Bush. During the event he met two gentlemen from Iowa who were aware of Murray State because they had colleagues who attended college at MSU and those individuals brag about the institution, including the beauty of the campus and quality faculty and educational programs.

Audit Contract Revision, approved

On behalf of the Audit and Compliance Committee, Mr. Waterfield moved that the Board of Regents, upon the recommendation of the President of the University, approve an increase of up to $18,600 in the contract amount for the addition of three federal major programs for the
June 30, 2011, and subsequent contracts for auditing services by RubinBrown. Mrs. Guess seconded and the roll was called with the following voting: Mrs. Buchanon, yes; Mrs. Green, yes; Mrs. Guess, yes; Mr. Johnson, yes; Dr. Rose, yes; Mr. Schooley, yes; Mrs. Sewell, yes; Dr. Thornton, yes; Mr. Waterfield, yes; Mr. Williams, yes; and Dr. Curris yes. The motion carried unanimously.

FY12 Annual Internal Audit/Review Plan, approved

On behalf of the Audit and Compliance Committee, Mrs. Sewell moved, seconded by Mrs. Green, that the Audit and Compliance Committee, upon the recommendation of the President of the University, approve the FY12 Annual Internal Audit/review Plan. The motion carried unanimously.

(See Attachment #9)

Buildings and Grounds Committee – Dr. Rose

Dr. Rose reported a great deal of discussion occurred during the morning committee meeting and a presentation regarding the 2012-18 Six-Year Capital Plan and Biennial Capital Budget Request was received from Kim Oatman, Chief Facilities Officer.

2012-18 Six-Year Capital Plan and Biennial Capital Budget Request, approved

On behalf of the Buildings and Grounds Committee, Mr. Waterfield moved that the Board of Regents, upon the recommendation of the President of the University, approve the 2012-18 Six-Year Capital Plan and the Capital Budget Requests for the 2012-14 State Biennial Budget. The documents which were approved by the Buildings and Grounds Committee include a reprioritization of the top eight capital project requests from the recommendation originally submitted by the President of the University as follows:

1) Construct/Complete New Science Complex – Final Phase (remained #1)
2) Upgrade Campus Electrical Distribution System (previously #4)
3) Construct New University Library (previously #2)
4) Construct Madisonville Postsecondary Education Center (previously #8)
5) Renovate Blackburn Science (remained #5)
6) Construct New Breathitt Veterinary Center (previously #7)
7) Construct Paducah Regional Campus Facility (previously #3)
8) Replace Campus Steam Distribution System (previously #6)

The remaining capital project requests #9 through #32 remained unchanged. It was further moved that renovation of Ordway Hall (already included for demolition) and demolition of Woods Hall (already included for renovation) be added to the 2012-14 General Fund projects listing so they are dually-

designated for renovation and demolition, pending a final determination by the Board on how the University should proceed in terms of these projects.

The Paducah and Madisonville projects were discussed extensively during the Buildings and Grounds Committee and agreement was reached that the Board's intent should be made clear in the minutes and special notation should be included on the individual project descriptor pages contained in the full Capital Plan to ensure documentation of the Board's action today as follows:

1) The Paducah project has been moved to #7 on the capital projects listing but remains a critical project and the Board took this action because it appears an alternate funding source has already been identified and will soon be in place to construct this facility.
2) In reorganizing the capital projects listing the intent of the Board's action was to provide additional support for construction of a Postsecondary Education Center in Madisonville, Kentucky, which is also of vital importance and represents a project which is on the capital projects listing for another entity, and the action of the MSU Board represents endorsement of the importance of the initiative.

Mr. Schooley seconded and the roll was called with the following voting: Mrs. Buchanon, yes; Mrs. Green, yes; Mrs. Guess, yes; Mr. Johnson, yes; Dr. Rose, yes; Mr. Schooley, yes; Mrs. Sewell, yes; Dr. Thornton, yes; Mr. Waterfield, yes; Mr. Williams, yes, and Dr. Curris, yes. The motion carried unanimously.

(See Attachment #10)

Enrollment Management and Student Success – Mrs. Buchanon – no report

Finance Committee – Mr. Williams

Endowment Report, approved

On behalf of the Finance Committee, Mr. Williams moved, seconded by Mrs. Green, that the Board of Regents, upon the recommendation of the President of the University, approve the attached Endowment Match Program Report for the period ended June 30, 2011, as required by the Kentucky Council on Postsecondary Education. The motion carried unanimously.

(See Attachment #11)

Institutional Advancement Committee – Mrs. Guess

Gift Acceptance for RBIC Completion Project, accepted

On behalf of the Institutional Advancement Committee, Mrs. Guess moved, seconded by Dr. Rose, that the Board of Regents, upon the recommendation of the President of the University, accept the $1 million gift pledge from Dr. Jesse D. Jones of Baton Rouge, Louisiana, and approve the project to complete unfinished space in the Regional Business and Innovation Center. The motion carried unanimously.

Regional Services – Mrs. Green

Mrs. Green reported that the Regional Services Committee did not have time to meet during the morning committee meetings.

Other Business

Mrs. Sewell expressed appreciation for the warm welcome she has received as the newest member of the Murray State University Board of Regents. She is deeply honored to serve and will do so to the best of her capacity.

Chair Curris expressed appreciation to the staff of the West Regional Postsecondary Education Center for hosting the Board and providing an opportunity for the Regents to tour this wonderful facility in Hopkinsville, Kentucky, and be a part of this community.

Chair Curris indicated special guest Senator Joey Pendleton recently joined the meeting. Senator Pendleton thanked the Board for holding their Quarterly Meeting in Hopkinsville in this facility. He worked with Governor Paul Patton to secure funding for this facility to be constructed because he firmly believes in education and youth. His first priority in the next General Assembly will be to address needs for the diagnostic laboratory in Hopkinsville – the MSU Breathitt Veterinary Center – and his second priority will be renovation of the Duncan House

Chair Curris reported the next Quarterly Meeting of the MSU Board of Regents will be held on December 9, 2011, on the main campus in Murray, Kentucky.

Mrs. Green reported Murray State lost a valued alumna earlier today – Evelyn Jones – who was a member of the Alumni Association.

Adjournment

The Quarterly Meeting of the Murray State University Board of Regents adjourned at 3:30 p.m.

Chair

Secretary

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