

**Minutes of the Quarterly Meeting and Committee Meetings of the Board of Regents  
February 28, 2020**

**Call to Order/Roll Call**

The Board of Regents (BOR) of Murray State University (MSU) met on Friday, February 28, 2020, in Quarterly and Committee Session in the *Jesse Stuart Room* in Pogue Library on the main campus of Murray State University. Chair Dan Kemp called the meeting to order at 8:30 a.m. and welcomed those present.

The roll was called and the following Board members were present: Trey Book, Eric Crigler, Virginia Gray, Sharon Green, Dan Kemp, Leon Owens, Jerry Rhoads, Lisa Rudolph, Phil Schooley, Melony Shemberger and Don Tharpe. Absent: none.

Others present were: Robert L (Bob) Jackson, President; Jill Hunt, Senior Executive Coordinator for the President, Coordinator for Board Relations and Secretary to the Board; Tim Todd, Interim Provost and Vice President for Academic Affairs; Jackie Dudley, Vice President for Finance and Administrative Services and Treasurer to the Board; Don Robertson, Vice President for Student Affairs and Enrollment Management; Bob Pervine, Associate Provost; Robert Miller, General Counsel; Joyce Gordon, Director of Human Resources; Michelle Saxon, Internal Auditor; Shawn Touney, Executive Director of Marketing and Communication; Renee Fister, Director of Institutional Effectiveness and Strategic Planning; Jordan Smith, Director of Governmental and Institutional Relations; Jason Youngblood, Director of Facilities Management; the Collegiate Deans and members of the faculty, staff, students, news media and visitors.

**AGENDA**

**Call to Order**

**Chair Kemp**

**Roll Call**

**Secretary Hunt**

**Consent Agenda**

**Chair Kemp/  
President Jackson**

- A. **Minutes of the Quarterly Board of Regents Meeting and Committee Meetings on December 13, 2019\***
- B. **Audit and Compliance Committee (For Information Only)**
  - 1) **Office of Internal Audit – Internal Audit Work Status Report**
  - 2) **Office of Internal Audit – Summary of Presidential Travel Report**
- C. **Enrollment Management and Student Success Committee – Student Engagement and Success Report (For Information Only)**
- D. **Finance Committee – Personal Services Contracts – Schedule of Expenditures (For Information Only)**
- E. **Personnel Changes – Staff Leaves of Absence without Pay\***

**Public Participation**

**Chair Kemp**

**Report of the Chair**

**Chair Kemp**

**Report of the President**

**President Jackson**

**Report of the Treasurer\*  
(Quarterly Financial and Investment Reports)**

**Vice President Dudley**

**Reaffirmation of Board of Regents' Self-Evaluation Process and Instrument\***

**Interim Provost Todd/  
Associate Provost Pervine**

**Committee Reports/Recommendations**

- A. **Academic Excellence and Scholarly Activities** **Regent Shemberger**
  - 1) **Faculty Rank Change (For Information Only)**
  - 2) **New Degree Program – Bachelor of General Studies\***
  - 3) **Department of Organizational Communication Name Change\***
  - 4) **Realignment of Nonprofit Leadership Studies Program\***

- 5) **Establishment of the Nonprofit Resource Center\***
- B. Athletics Committee** **Regent Crigler**
- 1) **Department of Athletics Competitive Update (For Information Only)**
- 2) **Athletics Master Plan Update (For Information Only)**
- C. Audit and Compliance** **Regent Tharpe**
- 1) **Audit Engagement Letter\***
- D. Buildings and Grounds** **Regents Owens and Schooley**
- 1) **Housing Master Plan\***
- 2) **Facilities Management and SSC Service Agreement Update (For Information Only)**
- E. Enrollment Management and Student Success** **Regents Rudolph and Book**
- 1) **Preliminary Spring 2020 Enrollment and Fall 2020 Recruitment Initiatives Report (For Information Only)**
- 2) **Fall to Spring Retention Update (For Information Only)**
- 3) **Career Services and Graduate Job Placement Update (For Information Only)**
- F. Finance** **Regent Rhoads**
- 1) **Property Acquisition – Cavitt Farm\***
- 2) **Authorization for Issuance of General Receipts Refunding Bonds, 2021 Series A\***
- 3) **Kentucky Retirement Systems Pension Review (For Information Only)**
- 4) **Fiscal Year 2021 Budget Calendar (For Information Only)**
- 5) **Annual Lease Report\***
- 6) **Campus Health Services Lease Agreement\***
- 7) **Projects Approval\***
- 8) **Personal Services Contracts\***
- G. Legislative and Economic Development** **Regent Gray**
- 1) **Legislative Update (For Information Only)**
- H. Marketing and Community Engagement** **Regent Green**
- 1) **Naming Opportunity – *John W. Carr Hall*\***
- 2) **Gift-in-Kind – Hillsboro Mobile Swine Demonstration/Education Trailer Unit\***

**NOTE: Full Board action will follow Committee action.**

- Personnel Changes** **President Jackson**
- A. **Appointment of Provost and Vice President for Academic Affairs\***
- B. **Salary Roster\***
- C. **Faculty Sabbatical Leaves\***

**Restatement of Murray State University’s 403(b) Plan\*** **General Counsel Miller/  
HR Director Gordon**

- Policy Changes** **President Jackson**
- A. ***Board of Regents Policy Manual – Section 2.3 – Capitalization Revision\****
- B. ***Faculty Handbook – Section 1.4.2.2. – Procedural Rules Revision\****

- Supplemental Materials (For Information Only)** **President Jackson**
- A. **Quarterly Risk Management Report**
- B. **“Good News” Report – January 2020**
- C. **Quarterly Branding, Marketing and Communication Report (October – December 2019)**
- D. **Sponsored Programs – Grants and Contracts Report**

**Other Business**

**Adjournment**

**(\*Requires Board of Regents Action)**

## **Consent Agenda Items, approved/accepted**

Dr. Jackson reported the following action and “For Information Only” items were included on the Consent Agenda for approval/acceptance (action items are denoted with an asterisk):

- Minutes of the Board of Regents Quarterly Meeting and Committee Meetings December 13, 2019\*
- Audit and Compliance Committee – Office of Internal Audit – Internal Audit Work Status Report (For Information Only)
- Audit and Compliance Committee – Office of Internal Audit – Summary of Presidential Travel Report (For Information Only)
- Enrollment Management and Student Success Committee – Student Engagement and Success Report (For Information Only)
- Finance Committee – Personal Services Contracts – Schedule of Expenditures (For Information Only)
- Personnel Changes – Staff Leaves of Absence without Pay\*

Murray State University offers a variety of excused staff leaves without pay such as faculty medical leave, military leave, educational leave, a personal leave or a general leave of absence. Conditions and requirements for the specific types of leaves are defined in the Board-approved *Personnel Policies and Procedures Manual*. Staff Leaves of Absence without Pay that have been processed as of January 31, 2020, include:

<u>Name</u>	<u>Department</u>	<u>Effective Date</u>
Audrey Allbritten	University Libraries	10/17/2019-12/18/2019
Rebecca Billington	University Libraries	09/24/2019-09/27/2019 10/07/2019
Misty Campbell	Adolescent, Career and Special Ed	11/30/2019-02/29/2020
Taylor Davis	Accounting & Financial Services	11/25/2019-11/26/2019
Sarah Hardaway	University Libraries	09/25/2019-09/27/2019 12/04/2019
Abigail Hensley	Development	12/09/2019-12/13/2019
Ronald Hill	Facilities Management	11/01/2019 01/06/2020-01/31/2020
Casey Johnson	University Parking	12/05/2019-12/06/2019
Kimberly Johnson	Student Support Services	10/08/2019-10/09/2019
Reigh Kemp	ADVANCE Grant	10/29/2019-12/13/2019
Eva Lewis	Facilities Management	10/21/2019-11/10/2019
Ronald Potts	Campus Recreation & Wellness	09/03/2019 09/19/2019-09/20/2019
John Posey	Facilities Management	11/07/2019-11/09/2019
Eric Rich	KATE	11/04/2019-11/11/2019 11/12/2019-12/18/2019*

\*Intermittent Leave

Dr. Tharpe moved that the Board of Regents, upon the recommendation of the President of the University, approve the action items on the Consent Agenda as submitted. Mr. Owens seconded and the motion carried unanimously.

## **Public Participation**

Chair Kemp announced that there were no individuals signed up for the Public Participation portion of the agenda.

## **Report of the Chair, received**

Dr. Shemberger recognized the award-winning *Murray State News* staff and Faculty Advisor Stephanie Anderson, Assistant Professor of Journalism and Mass Communication. The following *MSU News* representatives were present and introduced themselves:

Editor-in-Chief Gage Johnson, Opinion Editor Megan Reynolds, News Editor Daniella Tebib, and Sports Editor Josh Embry. Features Editor Cady Stribling and Photo Editor Brock Kirk were unable to attend today's meeting.

Dr. Anderson indicated that the *MSU News* won 45 total journalism and advertising awards, including general excellence in the news and advertising divisions. There were 16 first-place awards, 17 for second place and 12 third place honors. All awards were presented from the Kentucky Press Association. Dr. Anderson has started a two-year term as Chair of the Kentucky Intercollegiate Press Association. Murray State University and the *MSU News* will be serving as event host for the Kentucky Intercollegiate Press Association annual conference to be held on campus on August 29, 2020. Student journalists and faculty advisers from all public universities and some community colleges will be on campus for the event.

Dr. Anderson reported this represents experiential learning at its best. It is an honor to teach these students about soft skills – such as management style – as part of a professional news organization. They learn how to manage staff and work as a team and these skills will be beneficial to students once they leave this institution. Students prepare the weekly *MSU News* and maintain the website and social media platforms which are updated daily. The *MSU News* social media platform has more Facebook followers than any other collegiate newspaper in the state of Kentucky. Alumni from all over the world are following the *MSU News* via social media. These students also perform well academically – several are Presidential Fellows and many are members of the Honors College. Appreciation was expressed to the Board and administration for supporting the work of the *MSU News*.

On behalf of the Board of Regents, Chair Kemp expressed congratulations to Dr. Anderson and the students for these well-deserved honors recognizing their work. Journalism plays an important role in the success of democracy in the country and the fact that Murray State is able to provide great journalism training is something of which all should be proud.

Chair Kemp thanked Dr. and Mrs. Jackson, Ms. Hunt and others for planning and executing an excellent evening with Admiral Bill McRaven for the Presidential Lecture on February 13. This represented a great event for Murray State of which all can be proud.

Chair Kemp reported that under the University's accreditation standards the Board is required to periodically evaluate the President. Murray State has a procedure adopted in 2008 for meeting this annual evaluation requirement, as well as the more extensive four-year evaluation. It is time for the annual evaluation of the President to occur and he has notified Dr. Jackson that he should provide a self-evaluation to the Chair, under established procedure, by the end of March 2020. Chair Kemp will provide the self-evaluation prepared by Dr. Jackson to the entire Board, together with the evaluation instrument, and ask Regents to provide feedback during the month of April. Feedback received from Board members will be summarized by Chair Kemp and he will then meet with Dr. Jackson to prepare a summary report for the Regents and the general public that will be presented at the Quarterly Meeting in June.

### **Report of the President, received**

Dr. Jackson introduced Dr. Ben Littlepage, Associate Professor and Program Coordinator, Postsecondary Education Administration in the Department of Educational Studies, Leadership and Counseling.

Dr. Littlepage introduced the following graduate students in the Postsecondary Education Administration Program:

- Steven Harris – Graduate Assistant in the Office of Student Disability Services from Memphis, Tennessee (expected graduation – December 2020)
- Amy Jones – Graduate Assistant in the Office of Undergraduate Student Recruitment from Henderson, Kentucky (expected graduation – May 2020)
- Dereka Jones – MSU Minority Graduate Fellow in the Office of Multicultural Affairs from Fort Stewart, Georgia (expected graduation – December 2020)
- M. C. Lampe – Coordinator of the Office of LGBT Programming from Louisville, Kentucky (expected graduation – December 2020)

This semester study has focused on shared governance and strategic planning and attending a Board of Regents meeting is one of the experiential learning opportunities provided to students annually.

Dr. Jackson provided assurance that Murray State's response to the Coronavirus will be very thoughtful and pragmatic. The administration is monitoring this topic hourly to ensure the University is taking appropriate steps to prepare. Meetings are taking place with all affected groups from a Study Abroad standpoint. All areas are being monitored closely for every student, faculty and staff members going to other countries – as well as those coming to Murray State. In the last few days some Study Abroad opportunities have even been suspended. A website has also been developed to provide information to faculty, staff and students, as well as the general public ([www.murraystate.edu/healthupdate](http://www.murraystate.edu/healthupdate)). There is nothing more important than the health, welfare and safety of faculty, staff and students. Dr. Bob Hughes, the University's Chief Medical Officer for student health services on campus, has been an invaluable resource and is helping the University monitor and prepare for this situation as it continues to develop.

#### Additional highlights included:

- Appreciation was expressed to all members of the Presidential Lecture Committee for their assistance in planning and executing an excellent event. Admiral Bill McRaven and his wife Georgeann were wonderful guests to campus and had a great time while here, indicating they will return. His father – Claude “Mac” McRaven – is a 1939 Murray State alum and photos from the Lecture events were shown. Along with a framed certificate designating Admiral McRaven as a Kentucky Colonel, he was presented with a 1939 Shield, the Murray State yearbook, commemorating the year his father graduated, as well as a scrapbook containing papers and other materials documenting the life of his father. Athletes and the Student Government Association (SGA) presented Admiral McRaven with a framed football jersey with his father's number – 36. Mrs. McRaven was presented with an heirloom piece crafted by a local artist out of wood from a tree at Oakhurst, the President's campus residence. Murray State will continue to reinvigorate the Presidential Lecture Series moving forward.
- Congratulations was expressed to the *MSU News* and all students, faculty and staff associated with that entity who were earlier recognized.
- Interim Provost Todd and Dan Lavit, Director of the Center for Adult and Regional Education, have planned meetings of the *Regional Campus Advisory Councils*. Meetings of the Hopkinsville and Paducah councils have been held over the past few weeks and are planned for the Madisonville and Henderson campuses later this Spring in an effort to identify, through listening sessions, programs that need to be offered in each particular community and respective market.
- The strategic planning process is underway and will be comprehensive and collaborative in nature. Appreciation was expressed to Dr. Todd who is serving as Chair of the Strategic Planning Committee, as well as to the Deans, faculty, staff and administrators that are taking part in this work. The Board will continue to be updated as this process unfolds.
- A recommendation will be made to the Board for the realignment of an academic program and a department name change. Information will also be presented on the Athletic Facilities Master Plan, the Housing Master Plan and the SSC agreement (effective April 13). Appreciation was expressed to all involved in undertaking the amount of work required for each of these projects.
- Campus enhancements which are underway include Starbucks, Racer One and Dr. John W. Carr statues, *Woods Park* and Campus Health Services (through Primary Care) and thoughts and input are encouraged.
- Recent and upcoming campus events include the Dr. Martin Luther King, Jr. Day of Service, *Woods Park* Open House, Campus Lights production and the *We Are Racers* branding initiatives.
- Recruiting, enrollment and retention continue to be the focus of this institution and a great deal of time is spent daily reviewing reports and analyzing information. Student recruitment trips are occurring across the region and beyond. Appreciation was expressed to Dr. Tony Brannon, Dean of the Hutson School of Agriculture, his brother and their family who have established an endowed scholarship at Henry County High School. Recent visits have also been made to Marshall and Graves County high schools.
- Appreciation was expressed to all involved with Admitted Student Weekend and for their efforts over the past year and a half as this work continues to yield dividends. Appreciation was also expressed to the members of the Yield Marketing Group for their work.
- Staff have spent a great deal of time in Frankfort during the 2020 Legislative Session. Mr. Smith has been a regular presence in Frankfort and appreciation was expressed for his efforts in this regard. Meetings have occurred with key legislators and leaders and their staff, the Governor's Office and the Council on Postsecondary Education (CPE), among others. Kentucky Governor Andy Beshear was on the Murray State campus recently and appreciation was expressed to Dr. Dave Whaley, Dean of the College of Education and Human Services, for preparing for this event on very short notice. Congressional delegation visits have also occurred in Washington, DC, earlier in the year to discuss federal funds and grants and opportunities for Murray State in a number of areas.

- Murray State's presence at the Memphis Grizzlies game and the alumni reception prior was exceptional and appreciation was expressed to Carrie McGinnis, Director of Alumni Relations, and staff for their work in this regard. This also represented a great student recruiting event in that market. There has been excellent attendance at home basketball games and one game featured Student-Athlete Scholars Recognition Night. A number of other alumni, donor and friends events have also been held.
- A Special Meeting of the Board of Regents will be needed in April 2020 to address the Kentucky Employees Retirement System (KERS) pension, tuition and fees and preliminary Fiscal Year 2021 budget items.

Regent Book reported on the Racers Empower: Healthy Minds/Healthy Campus campaign and recognized his fellow Committee members. The Committee has representation from every academic college and units from across campus. Appreciation was expressed for the important work this group is undertaking. Approximately 200 students attended an associated event held on February 24 – up from the 75 students participating in the January event. This truly represents a campus-wide initiative as other offices and units continue to plan their own events.

### **Report of the Treasurer, approved**

A Financial Executive Summary was provided to the Board and Ms. Dudley highlighted the following:

- In regard to the Financial and Investment Reports, the University is currently in the second quarter as of the end of December and more is becoming known about Murray State's financial position for this fiscal year.
- Fall and Winter enrollment numbers are final as of the December report. Spring and Summer numbers presented represent estimates. Spring Semester classes started in mid-January and at that point revenue was not solidified. During the Fall Semester the University earned 95 percent of budget, meaning actual revenues did not meet budget revenue projections due to enrollment growth budgeted but not met and changes in credit hours.
- In terms of revenues, a contingency of \$2 million has been budgeted. Any excess budget the University expected but will not be able to meet represents approximately 1 percent of the total overall budget. This illustrates the University is spending within budget. Approximately 70 percent of the University's revenue is driven by tuition and fees. The total waiver budget for dual credit courses is approximately \$2.9 million. Currently, 29 percent of Racer Academy students (seniors) matriculate to Murray State while others attend elsewhere. Efforts are underway to identify initiatives to increase the number of Racer Academy students attending Murray State instead of other schools. The University currently has a 40 percent discount rate which does not include federal or MSU Foundation aid.
- Pensions continue to have a significant impact on the University's financial statements.
- The Board earlier approved a \$7 per credit hour Asset Preservation Fee, effective Fall 2019. As of the second quarter, this fee has generated \$539,000 in revenues, with a total of \$1 million projected for the fiscal year. For Fiscal Year 2020, revenues from this fee were designated to be used for replacement/repairs for Waterfield Library HVAC and the full remediation of water intrusion issues under the breezeway. Next fiscal year the Asset Preservation Fee will increase to \$10 per credit hour and will be capped at 15 hours. The CPE has already approved this fee which has been added to the University's Fee Schedule and the message is being communicated to students and families.
- The Education and General (E&G) Fund experienced an increase of \$4.6 million for the second quarter, however, this is \$2.5 million less than the increase reported for the prior December. This was primarily due to the \$2 million transfer this year to increase funding for Biology Building repairs (approved by the Board in September 2019) and \$600,000 less in net tuition and fee revenue. E&G Fund and Auxiliaries Fund spending are within the Fiscal Year 2020 expenditure budget. Overall, the Auxiliaries Fund change in net position as of December 2019, compared to the same period last year, is almost the same. Fluctuations are due to the Sodexo contract and increases in housing revenues due to JH Richmond coming back on line.
- Investment income which is comprised of two components – realized and unrealized – is up overall. Last year the Foundation had significant unrealized losses that were recovered this year. Approximately \$18 million of the University's endowment assets are invested with the Foundation which is the source for these earnings.
- The University reduced the fiscal year 2020 budget by \$6.8 million in preparation for many fiscal challenges.
- Confirmation was provided that work continues to identify areas where the University can conserve so savings can be realized where feasible. Programs and student services are not being reduced due to the 1 percent budget shortfall. The hiring process is being monitored carefully by each Vice President, as well as President Jackson. Operational costs are also being monitored. Any costs over \$2,500 are being reviewed by the President or the appropriate Vice President and a determination made if there are ways to defer or further reduce costs.

- Confirmation was provided that consideration is being given to how to reduce the University's carbon footprint, including equipment replacement and recalibration and installing LED lighting. How to manage the energy bill is one of the top priorities for any project and there have been savings as a result of these efforts. The Asset Preservation Fee has also allowed for some window replacements and upgrading of building system controls.

Mrs. Rudolph moved that the Board of Regents, upon the recommendation of the President of the University, accept the quarterly unaudited Financial and Investment Reports. Dr. Tharpe seconded and the motion carried unanimously.

(See Attachment #1)

### **Reaffirmation of Board of Regents' Self-Evaluation Process and Instrument, approved**

Dr. Pervine reported that in December 2017 Murray State University's accreditor, the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC), approved revisions to its *Principles of Accreditation*. Among the revisions was the following new standard:

**4.2 (g):** The governing board defines and regularly evaluates its responsibilities and expectations.

SACSCOC provides the following rationale in its *Resource Manual*:

As the body that holds in trust the fundamental autonomy and ultimate well-being of the institution, the governing board of the institution is a critical element in the success of the institution. Good institutional governance requires that the board systematically asks itself, "How are we doing? What are we doing? Are we as effective as a board as we can be?" The process of institutional improvement underlies the *Principles of Accreditation*. While the means by which a governing board participates in that process may be different in scope, tone, and detail than that of the rest of the institution, it is still a necessary element in institutional leadership... What is expected of this standard is something more substantive than a statement that "the board conducted a self-evaluation."

In 2019, in order to comply with the above SACSCOC standard, the Board of Regents began conducting an annual online self-evaluation using an approved instrument. The results of the evaluation were collected and compiled by the SACSCOC liaison and the Board Secretary and conveyed to the Board Chair. The results were discussed during the Annual Board of Regents Retreat. Board members were encouraged to review the self-evaluation instrument included in the eBoard book and submit any proposed changes to Secretary Hunt by the end of March. The survey instrument was designed by a Murray State doctoral student in the College of Education and Human Services.

The survey instrument will be distributed to the Board in mid-May to complete electronically. Regents should complete the survey by the end of June so results can be compiled and presented to the Board at the Annual Retreat in August or September. Confirmation was provided that Dr. Pervine compiles the results and then meets with the President and Secretary to review and plan the presentation to the Board.

Mr. Rhoads moved that the Board of Regents, upon the recommendation of the President of the University, reaffirm the self-evaluation process and instrument. Mr. Book seconded and the motion carried unanimously.

### **Committee Reports/Recommendations**

#### **Academic Excellence and Scholarly Activities Committee**

Melony Shemberger – Chair  
Trey Book  
Virginia Gray  
Daniel Kemp  
Leon Owens

Dr. Shemberger called the Academic Excellence and Scholarly Activities Committee to order at 9:35 a.m. and reported all other members were present.

### **Faculty Rank Change Report, received**

Dr. Shemberger reported that Chris Haynes serves as Senior Instructor in the Media Production major in the Department of Journalism and Mass Communication. He is a valued faculty member and students enjoy his classes which include hands-on activities. One such activity is MSU Tonight where a weekly live show is produced and aired on station TV-11 and online.

Dr. Todd reported that historically, faculty members holding the rank of Instructor may be recommended for appointment to the rank of Senior Instructor after demonstrating distinguished performance over time and this action has his full support. This report was presented for informational purposes only and required no Board action.

### **New Degree Program – Bachelor of General Studies, approved**

Provost Todd introduced Dr. Shauna Mullins, Director of the Center for Academic Success, who is the driver of the new degree program – the Bachelor of General Studies (BGS) – which will be housed within the Center. Dr. Mullins reported this represents a degree for traditional students with at least 72 hours of consecutive college credits entering their junior or senior year. The Bachelor of General Studies is for students who resolve to obtain a college degree in a timely manner, although different from their previous declaration of major, and plan to use a college degree to find employment, strengthen future employment opportunities and reach personal goals.

The curriculum helps students attain the core knowledge and skills needed to enter a variety of job fields and includes the development of technology, communication and other foundational skills needed in today's workforce. The degree is both practical and rigorous and includes core courses such as creating a career plan, building a resume and experiential learning. This degree option will benefit students who have accumulated many credit hours but, for various reasons, may not have the time or resources to begin a new major from the beginning. Students must be referred by their current advisor and have approval by the BGS Coordinator before entering the program.

The degree program is expected to involve a small number of students. Students will first be encouraged to major in another area but if they are unsuccessful in that regard this will represent an alternative to help them graduate. This program is geared toward currently-enrolled traditional students with junior or senior status. All aspects of the degree program are intended to improve the career readiness and employability of postsecondary education graduates. The BGS differs from the Bachelor of Integrated Studies which is geared more toward the adult learner who already possesses workforce experience. The main driver for the BGS includes a retention focus.

On behalf of the Academic Excellence and Scholarly Activities Committee, Mr. Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the proposal for a new degree program: Bachelor of General Studies. Mr. Kemp seconded and the motion carried.

### **Full Board Action – New Degree Program – Bachelor of General Studies, approved**

On behalf of the Academic Excellence and Scholarly Activities Committee, Dr. Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the proposal for a new degree program: Bachelor of General Studies. Mrs. Rudolph seconded and the motion carried unanimously.

### **Department of Organizational Communication Name Change, approved**

Provost Todd introduced Dr. Michael Bokeno, Chair of the Department of Organizational Communication, who, with support from Academic Affairs, is recommending the name of the Department of Organizational Communication be changed to the Department of Organizational Communication and Leadership in the Arthur J. Bauernfeind College of Business, effective July 1, 2020. Dr. Bokeno presented the rationale for making this name change to the Board. The change request has been reviewed and was approved by the Academic Council on February 13,



2020. The name change will also allow for future program growth and facilitate more robust and collaborative opportunities for various programs.

On behalf of the Academic Excellence and Scholarly Activities Committee, Mr. Kemp moved that the Board of Regents, upon the recommendation of the President of the University, approve the name change of the Department of Organizational Communication to the Department of Organizational Communication and Leadership. Mr. Book seconded and the motion carried.

**Full Board Action – Department of Organizational Communication Name Change, approved**

On behalf of the Academic Excellence and Scholarly Activities Committee, Dr. Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the name change of the Department of Organizational Communication to the Department of Organizational Communication and Leadership. Mrs. Rudolph seconded and the motion carried unanimously.

**Realignment of Nonprofit Leadership Studies Program, approved**

Provost Todd introduced Dr. Bob Long, Visiting Distinguished Professor of Nonprofit Leadership. Drs. Long and Bokeno have recommended that the Nonprofit Leadership Studies Program be realigned under the Department of Organizational Communication in the Bauernfeind College of Business, effective July 1, 2020, and provided rationale for this academic program realignment request which also has the support of Academic Affairs. This hybrid reorganization is expected to present opportunities that cannot even be imagined today. The Department of Organizational Communication and the Nonprofit Leadership Studies Program have always shared majors and minors and there has never been any sort of separation between the two because both share a curricular foundation and have a long partnership of sharing a commitment to the development of leadership. An organization is a collectivity of individuals dedicated to interacting to achieve a common goal so there is no distinction between for-profit and nonprofit organizations in terms of what students will be prepared to do as a result of this formal alignment. Statistical data was presented to support this recommendation. Confirmation was provided that this opportunity would also be extended to the regional campuses – with a focus on Hopkinsville and Paducah at this time.

On behalf of the Academic Excellence and Scholarly Activities Committee, Mr. Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the realignment of the Nonprofit Leadership Studies Program under the direction of the Department of Organizational Communication and Leadership in the Arthur J. Bauernfeind College of Business. Mrs. Gray seconded and the motion carried.

**Full Board Action – Realignment of Nonprofit Leadership Studies Program, approved**

On behalf of the Academic Excellence and Scholarly Activities Committee, Dr. Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the realignment of the Nonprofit Leadership Studies Program under the direction of the Department of Organizational Communication and Leadership in the Arthur J. Bauernfeind College of Business. Mr. Crigler seconded and the motion carried unanimously.

**Establishment of the Nonprofit Resource Center, approved**

Dr. Long reported it is being recommended that the Nonprofit Resource Center be established within the Nonprofit Leadership Studies Program. Rationale for this request and information on key elements of the Center were presented. Confirmation was provided that all work being undertaken by the Department of Organizational Communication and Leadership, the Nonprofit Leadership Studies Program and the Nonprofit Resource Center will also provide a mechanism to produce stackable credentials as corporations have indicated they need individuals with this type of training.

On behalf of the Academic Excellence and Scholarly Activities Committee, Mrs. Gray moved that the Board of Regents, upon the recommendation of the President of the University, approve

the establishment of the Nonprofit Resource Center in the Nonprofit Leadership Studies Program. Mr. Book seconded and the motion carried.

### **Full Board Action – Establishment of the Nonprofit Resource Center, approved**

On behalf of the Academic Excellence and Scholarly Activities Committee, Dr. Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the establishment of the Nonprofit Resource Center in the Nonprofit Leadership Studies Program. Mr. Book seconded and the motion carried unanimously.

Dr. Long reported that the Giving Back Foundation endowment he and his wife established is now approaching \$200,000 as a result of support from students and others. Additional monies have also been pledged to endow a faculty fellowship in support of this program.

### **Adjournment**

The Academic Excellence and Scholarly Activities Committee adjourned at 10:15 a.m. The Board of Regents adjourned for a break at 10:15 a.m.

### **Reconvene**

Chair Kemp reconvened the Quarterly Meeting and Committee Meetings of the Board of Regents at 10:30 a.m.

### **Athletics Committee**

Eric Crigler – Chair  
Jerry Rhoads  
Lisa Rudolph  
Phil Schooley  
Don Tharpe

Mr. Crigler called the Athletics Committee to order at 10:30 a.m. and reported all other members were present.

### **Department of Athletics Competitive Update and Athletics Master Plan Report, received**

Director of Athletics Kevin Saal provided a Department of Athletics competitive update relative to Fall 2019 sports where Murray State is currently 4<sup>th</sup> in the Ohio Valley Conference (OVC) Commissioner's Cup. An update was also provided relative to Winter 2019 and Spring 2020 sports. The Men's Basketball Team is currently tied for first place in the OVC and Women's Golf is favored to win the league again with a very young team.

At the December Quarterly Meeting the Board was updated with regard to Phase I of the Facilities Master Plan which included a full-scale evaluation and identification of current Athletics' square footage and an analysis of use in all facilities and a functional and programmatic space needs assessment was conducted. Athletics currently utilizes 79,100 square feet in Stewart Stadium and programmatic meetings with all constituents yielded a need for 88,000 square feet due to increases in need for student-athlete support in areas such as the weight room, injury rehab and hydrotherapy. Phase II represented more of an in-depth structural, mechanical, electrical, plumbing and code improvements analysis of Stewart Stadium. This is not only a practice and competition facility for many sports but also houses locker and team rooms and administrative offices. Phase II has resulted in a list of priority needs in Stewart Stadium and this will be included as work continues to organize the Athletics Facility Master Plan with the Campus Housing Master Plan which will inform updates needed to the global Campus Master Plan. Renderings, priority menu/pricing data and other collateral will be used to inform all constituents and support capital campaign efforts. Work is also underway to identify all possible funding models and/or partnerships to accomplish goals.

A detailed analysis of each athletic facility was provided in the eBoard book. Greg Hosfield with RossTarrant Architects in Lexington, Kentucky, was introduced and is assisting the University through this process. Three options have been identified to address needs in Stewart

Stadium and each option was outlined. Confirmation was provided that there are core corrections which will need to be made regardless of the option chosen. The scope of work needed in the CFSB Center, Racer Arena, Reagan Field, Racer Field, Cutchin Field, tennis courts, Crisp Center and Miller Memorial Golf Course was also outlined. Next steps include establishing priorities within the Athletics Facility Master Plan, folding that into the Campus Master Plan and developing funding model(s) and timelines for project completion.

This report was presented for informational purposes only and required no Board action.

### **Adjournment**

The Athletics Committee adjourned at 10:55 a.m.

### **Audit and Compliance Committee**

Don Tharpe – Chair  
Eric Crigler  
Dan Kemp  
Jerry Rhoads  
Lisa Rudolph

Dr. Tharpe called the Audit and Compliance Committee to order at 10:55 a.m. and reported all other members were present.

### **Audit Engagement Letter, approved**

Ms. Dudley reported that at the February 24, 2017, Quarterly Meeting, the Board approved the issuance of a contract (renewal) to Dean Dorton Allen Ford, PLLC (Dean Dorton) for the performance of the University's financial and compliance audits for the fiscal year ending June 30, 2017, and further authorized the University to enter into three subsequent contract renewals based upon mutual consent. The cost for the 2019-20 contract, which is the fourth year of the four-year contract, is \$126,325. In an effort to allow for a service contingency in the event added hours are needed due to changes in accounting guidance, federal/state tax laws, etc., the Engagement Letter includes up to 100 hours, not to exceed \$12,500 in additional fees. The Engagement Letter outlines the scope of work and parameters of the audit by Dean Dorton.

On behalf of the Audit and Compliance Committee, Mrs. Rudolph moved that the Board of Regents, upon the recommendation of the President of the University, approve the Audit Engagement Letter for the June 30, 2020, audit by Dean Dorton. Mr. Crigler seconded and the motion carried.

### **Full Board Action –Audit Engagement Letter, approved**

On behalf of the Audit and Compliance Committee, Dr. Tharpe moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached Engagement Letter for the June 30, 2020, audit by Dean Dorton. Mr. Owens seconded and the roll was called with the following voting: Mr. Book, yes; Mr. Crigler, yes; Mrs. Gray, yes; Ms. Green, yes; Mr. Owens, yes; Mr. Rhoads, yes; Mrs. Rudolph, yes; Mr. Schooley, yes; Dr. Shemberger, yes; Dr. Tharpe, yes and Mr. Kemp, yes. The motion carried unanimously.

(See Attachment #2)

### **Adjournment**

The Audit and Compliance Committee adjourned at 11 a.m.

### **Buildings and Grounds Committee**

Leon Owens and Phil Schooley – Co-Chairs  
Trey Book  
Dan Kemp  
Don Tharpe

Mr. Owens called the Buildings and Grounds Committee to order at 11 a.m. and reported all other members were present.

### **Housing Master Plan, accepted**

Mr. Youngblood; David Looney, Executive Director of Auxiliary Services and Lockett&Farley representatives Aric Andrew, President and Chief Executive Officer, and Mark Arnold, Landscape Architect, presented the following:

- The University has completed the first phase of the updated Housing Master Plan with the assistance of Lockett&Farley, a firm that understands the University's campus housing structures and design and has been able to use that experience to update the Housing Master Plan. Input into this Plan was solicited from Facilities Management, Auxiliary Services, Housing, Residential College Heads, Student Affairs and Finance and Administrative Services areas.
- The Plan will be utilized in soliciting documents to seek a financial/developer/construction partner(s) for a more refined development and implementation of this Campus Master Plan and the financial model that is best suited for Murray State. The initial timeline for the process to choose a housing development partner(s) was included in the materials provided.
- A recommendation is being made that the Board accept this Plan as presented as a guide for future development of campus housing, dining and potential retail space expansion.
- Three housing areas have been identified for development. Area 1 is College Courts, Area 2 is the North Housing Complex and Area 3 is where Regents and White halls currently reside. Prototypes of facilities that might be a best fit in certain areas were discussed with the stakeholder groups. A Master Plan was conducted in 2005 and 2013 for College Courts facilities which were built in the 1960s. This area could include additional traditional housing but also more apartment-style units. Agreement was reached that the University should continue expanding on what it is currently doing in the North Housing Complex but focused on new traditional housing. The aerial study conducted by Lockett&Farley was undertaken on the first day of classes. College Courts has 12 two-story units for a net of 144 apartments. Up to six options for each of the areas on campus were given to stakeholders and what is being presented represents those deemed to be most desirable. This will continue to change as the Master Plan evolves. College Courts students have indicated they would support moving parking to the perimeter – but not too far away – and greening-up the center space. Confirmation was provided that available parking would remain a key focus of this work.
- The potential exists to develop three new facilities approximately the size of new Richmond Hall and two additional facilities in the College Courts area with more traditional housing by moving the majority of parking to the perimeter where the older facilities were located. A long-term consideration might be removing Hart College and constructing a new dining facility to replace Winslow Dining Hall. This new facility could also include space for the Housing Office, computer facilities, the Racer Card Office and similar student-related operations so they are more centrally located. This option will also help reduce vehicular and pedestrian conflicts, although service and fire lanes will still be needed.
- In terms of how long these enhancements will take, it was indicated an immediate impact is expected as a result of projects that will begin over the Summer. Housing must be addressed through a public-private (P-3) partnership and the budget being submitted to the state includes a request for authorization for such approval to seek private capital for the purpose of meeting housing facility needs. Confirmation was provided that once this process gets underway a market study would be done to determine associated pricing levels, noting there must be a range to meet student needs. Three different types of facilities are being considered and one option is the more traditional housing model in terms of character and cost.
- Initially consideration is being given to building south of Payne Street utilizing a facility with an apartment-style model with the first floor having public-use space, again moving parking further on the perimeter and freeing up green space. The preferred option is to have as many buildings as possible with center courtyards while preserving as much parking as possible and developing new areas for spaces lost. Confirmation was provided that consideration will be given to rotating these new facilities so views can be maximized. Consideration is also being given to coordinating with the Athletics Master Plan as this work is undertaken. Consideration is being given to allowing for retail space in these facilities but the number of available beds – if all three facilities come to fruition – would be approximately the same if Regents and White halls are eliminated. A timber-framed facility can be built up to four floors, otherwise a steel frame design would be needed and that increases construction costs. The potential for taller facilities has been included in the Plan in the event a public-private arrangement is utilized. The potential for retail components will be dependent upon developer responses.
- The work has been undertaken while also considering the 2013 Campus Master Plan, the Athletic Master Plan and making updates as needed to create the comprehensive 2020 Housing Master Plan. Discussion also occurred regarding the area surrounding Stewart Stadium. Consideration has been given to the mall area to further separate the academic side of campus from the residential areas and the goal is to continue to strengthen this concept. Consideration has been given regarding how to

extend the mall area throughout campus – south to north – and utilize the Town & Gown potential on 15<sup>th</sup> and Main streets.

Ms. Dudley reminded the Board that this represents a long-range plan but the layouts and building placements can be determined, with expansion occurring as needed. The next step is to hire a partner firm to help with P-3 development, planning and construction. The successful firm would need to conduct a market analysis which will take into consideration the local housing market, as well as retail and other options. The firm will also look at the current housing stock and determine whether renovation or replacement would be best to accomplish the University's goals with regard to campus housing. The firm will help the University with a financial plan to consider the multitude of financing options available through a P-3 arrangement. This process will involve designing a model that is customized to meet Murray State's needs, with the assistance of a developer. The successful firm will also work with the University to design the facilities. The University currently has a \$66 million authorization to undertake this work but this expires June 30, 2020, unless some type of project in this regard is underway.

The timeline provided indicated the contract with a firm should be in place before June 30 so the project is already started in the event authorizations do not continue. In early March, a Request for Qualifications (RFQ) will be issued for developers interested in doing business with the University and responses will be due by March 20. A team will review RFQs received and narrow down to the top firms that can best meet Murray State's needs. Those firms would then receive the University's Request for Proposals (RFP) to outline their plan to meet the needs for this engagement. Confirmation was provided that this work will need to occur in phases but as long as the University starts this process by June 30 the current authorization will remain in place. Ideally, the University would hope to be able to identify a long-term partner to see the institution through all phases. The developer will also have ideas on the types of facilities that will be most successful and appropriate retail space to assist with their financial model. The RFQ simply asks potential developers whether they have the financial and engineering capacity to help the University accomplish this work. If they do, those firms will be invited to respond to the RFP. This essentially represents reconciling a developer's desires with the University's need relative to improving the student experience. Confirmation was provided that University's current housing debt (20-year bonds) will be part of the discussion with any developer and continuing to be able to make those payments will remain a key focus of any financial model. In some P-3 models the developer will assume the University's debt and extend that debt by an additional ten years so revenues continue to come in to pay the current debt level. Part of these negotiations will include whether the University will continue to manage housing and in what capacity. Confirmation was provided that maintaining the residential college model is a non-negotiable because it is absolutely essential to recruitment and retention.

On behalf of the Buildings and Grounds Committee, Mr. Schooley moved that the Board of Regents, upon the recommendation of the President of the University, accept the updated Housing Master Plan as presented. Mr. Book seconded and the motion carried.

#### **Full Board Action – Housing Master Plan, accepted**

On behalf of the Buildings and Grounds Committee, Mr. Owens moved that the Board of Regents, upon the recommendation of the President of the University, accept the updated Housing Master Plan as presented. Dr. Shemberger seconded and the motion carried unanimously.

(See Attachment #3)

#### **Facilities Management and SSC Service Agreement Update, received**

Ms. Dudley reported that work was undertaken over the holiday break to finalize the SSC Service Agreement. SSC is headquartered in Knoxville, Tennessee, and only services educational entities. A list of other schools in the region serviced by SSC was provided to the Board. A Committee was established and did its due diligence in issuing the RFP. Vendors visited Murray State and campus constituencies participated in this process. The negotiated contract provides the University with approximately \$860,000 in savings in operating costs based on the July 1, 2020, budget. Pension rates are expected to increase on July 1 and consideration was given to what those increased costs would be, resulting in the savings from

moving those costs from the University's revenue and expenditures schedules. A five-year contract with SSC is being recommended, with five one-year renewals. Over five years this will amount to slightly over \$4 million in savings. The revenue elements being presented reflect the five-year fixed portion of the contract. SSC has agreed to invest almost \$900,000 for the replenishment and replacement of custodial and grounds equipment to manage this area in a more sustainable manner. It has been difficult for the University to make the necessary changes within its current budget. A one-time upfront payment of \$1 million will come from SSC and the contract terms negotiated were the same as those approved earlier by the Board. The contract begins April 13, 2020, and SSC will assume custodial and grounds services. Murray State will cease providing those services on April 10. The gap in service provision is necessary to assure the state that the University is no longer in the custodial and grounds business. Information was presented on a plan that outlines how the University will utilize the \$1 million capital investment over the five-year period.

Mr. Youngblood reported that during the RFP process vendors were asked to identify additional benefits besides custodial and grounds services that companies could offer, such as student scholarships or capital investments. Of the \$1 million capital investment, it is being recommended that \$100,000 be used for need-based aid (\$20,000 per year); \$200,000 for the development of *Woods Park*; \$300,000 for Chestnut Street pedestrian bridge repairs, updates and enhancements and \$400,000 for exterior lighting upgrades to enhance safety and security on campus, realize energy savings and help improve the University's carbon footprint utilizing new LED fixtures. Year-one priorities relative to lighting installation and upgrades in dark areas on campus have been identified and were outlined. Year-two priorities include lighting for the Great Lawn area in front of the Science Complex. Various projects have also been identified as priorities to be completed in the third, fourth and fifth year of the contract.

Ms. Dudley reported that SSC representatives are on campus every week helping with the transition plan, including hiring personnel, conducting training sessions and onboarding employees, reviewing spaces and how those may need to be cleaned differently and undertaking a review of the equipment inventory. Facilities Management personnel are also working to identify operational space for SSC and the old Motor Pool building has been identified for this purpose. The impact of the contract with SSC involves 64 filled positions out of 111 budgeted positions. SSC will make the determination on how many employees are needed to get the work done but it is expected they will eventually reach the 111-position mark. The benefits of outsourcing include employee access to additional technology and expertise and new, more sustainable equipment. President Jackson expressed appreciation to all involved in successfully negotiating the SSC contract which was signed on December 31, 2019, because this work occurred within a very aggressive timeframe.

This report was presented for informational purposes only and required no Board action.

### **Adjournment**

The Buildings and Grounds Committee adjourned at 12:10 p.m.

The Board of Regents adjourned for lunch at 12:10 p.m. Chair Kemp announced that the Quarterly Meeting is expected to reconvene at approximately 12:45 p.m.

### **Reconvene**

Chair Kemp reconvened the Quarterly and Committee Meetings of the Board of Regents at 12:50 p.m.

### **Enrollment Management and Student Success Committee**

Lisa Rudolph and Trey Book – Co-Chairs  
Virginia Gray  
Sharon Green  
Melony Shemberger

Mr. Book called the Enrollment Management and Student Success Committee to order at 12:50 p.m. and reported all other members were present.

**Preliminary Spring 2020 Enrollment and Fall 2020 Recruitment Initiatives Report, received**

Dr. Robertson expressed appreciation to all for their energy and commitment to a multitude of recruitment, retention and yield activities which are currently underway and reported that as of Day 30, Spring 2020 preliminary enrollment shows an increase in overall total headcount compared to Spring 2019. Graduate headcount is also up and numbers are flat for undergraduate enrollment. Full-time transfer and graduate numbers are up as are Racer Academy and international enrollment. Graduate credits hours are up but total credit hours are down slightly.

Shawn Smee, Director of Recruitment, reported that one of the largest yield events – Admitted Student Weekend – was held in February. There were 939 students registered for the event (an increase of 17 percent over Spring 2019), with 784 actually attending from 21 states. The decrease in attendance from the number registered to attend was due in large part to a local weather event. Of the student attendees, 516 registered for Summer Orientation (Summer O) which includes both new freshmen and transfer students. Information was provided on the yield communications process related to the students who registered for Summer O and confirmation was provided that such efforts are a component of the University's overall Yield Marketing Plan.

Dr. Robertson reported that all are currently focused on Fall 2020 recruitment and enrollment. The Board is provided with a monthly update that illustrates progress in this regard. As of the second week of February, full-time freshmen applications are up over 17 percent and full-time freshmen admitted students are up over 5 percent in comparison to this time last year. Full-time freshmen admitted from the 18-county service region are up almost 11 percent (up slightly over 9 percent for out-of-state students). Full-time transfer admitted students are up by 39 percent. Details resulting from predictive analysis which is being undertaken were highlighted with a key indicator that of those admitted full-time freshmen who attend Summer O, 95 percent actually enroll. Confirmation was provided that international enrollment could be seriously affected due to the current world situation and this population is being monitored closely. Competitive efforts are also being employed with regard to these students. Confirmation was provided that predictive analysis is also being utilized as part of the Master Housing Plan development process. Information was provided on initiatives which are being utilized to increase enrollment, including Racers Give, housing changes and University and Foundation scholarship enhancements such as the Legacy Grant.

This report was presented for informational purposes only and required no Board action.

**Fall to Spring Retention Update, received**

Peggy Whaley, Director of Student Engagement and Success, provided information relative to the persistence rate from Fall 2019 to Spring 2020, including first-time freshmen (90 percent), other freshmen (66.6 percent), sophomores (91.3 percent), juniors (91.8 percent) and seniors (96.3 percent). Confirmation was provided that these percentages are in line with the previous year. The retention rate is compared on a Fall-to-Fall basis and last year was 76 percent. Confirmation was provided that one primary reason students do not return is financial need but more students are also indicating they have other personal and mental health-related concerns. College is a completely different experience than high school which is why efforts are made to connect students with faculty early in the process and provide the residential college connection. A progress survey was sent out in February to help identify those students who are struggling early to be able to provide necessary resources to ensure successful persistence.

This report was presented for informational purposes only and required no Board action.

**Career Services and Graduate Job Placement Update, received**

Matt Purdy, Director of Career Services, provided information on the scope and services offered by the Career Services Office to assist Murray State University students with employment following graduation. Such efforts include developing networking and interview skills. It is known that 85 percent of open positions are never posted online which illustrates why

networking skills are crucial for students. The Career Fair was cited as an example of an initiative that helps students further develop these skills. Ways to collaborate to ensure student success are not limited to campus events, such as the Career Closet. The JCPenney Suit-Up event was cited as an example of University and community collaboration. The Office of Career Services helps students in a variety of other ways, including helping students determine what they want to do after they graduate and how they can get there and evaluating job offer packages. During Fall 2019, the top eight services offered by the Career Services office included Resume Review (33 percent), Career Closet (26 percent), Meetings (Student Success Seminars for the 100-Transitions courses – 10 percent), Interview Coaching (10 percent), Professional Headshots (8 percent), Career Counseling (5 percent) and Internship and Major Counseling (4 percent each). Following these interactions, students are asked to complete a survey and 100 percent of respondents indicated they would recommend Career Services to one of their peers.

Mr. Purdy provided a focus areas comparison for August 2018 through December 2019 which indicates Career Services appointments are up 2 percent (715 to 732 visits), Career Fair student applications are up 10 percent and the number of attending employers is up 24 percent. The 715 Career Services appointments also represents a 51 percent increase over Fall 2017, resulting from enhanced marketing, meeting directly with students and presenting to classes more frequently. In Fall 2018, an online career management platform – Handshake – was launched to help students in multiple ways and information was provided on how to access the site. The site helps students identify full- and part-time positions and internship opportunities (currently over 7,000 positions which represents a 91 percent increase from the beginning of the academic year to the present). Approximately 25 to 30 percent of these positions are internships and roughly 70 percent represent full-time opportunities. The number of applications for positions on this site is also monitored to ensure students are utilizing it as intended.

Dr. Fister reported that her office has developed a dashboard relative to the Handshake Destination Survey for Graduates (Spring 2019) that will be helpful to the Deans and others. The survey response rate has doubled (40 percent) and results include that 69 percent of Murray State graduate and undergraduate job seekers are employed within three months and 23 percent pursue additional education within three months. The number of job-seekers from Murray State who are employed within three months of graduation is 10 percent higher than the national average for bachelor's degree graduate employment within six months of graduation (58.7 percent). The average salary reported by Murray State graduates is approximately \$45,000. This salary information was also presented by bachelor's degree field and the Master of Business Administration. Confirmation was provided that this represents the first data set and it will develop and improve further over time. Confirmation was provided that job placement rate data is also available for these students and an example was provided.

The Georgetown University Center on Education and the Workforce released information on ten-year earnings for Kentucky public universities. Murray State is second in the state in the national component Georgetown released relative to ten-year earnings. With regard to the seven-year repayment rate, MSU graduates also have the highest share of borrowers making payments or paid their debt in full among Kentucky publics. Common data set (data as of 2018) reveals 47 percent of recent MSU graduates (undergraduates) have no federal or other loan debt known to the University. Among four-year Kentucky publics, Murray State has the highest percentage of graduates (undergraduates) with no federal or other loan debt known to the University. Confirmation was provided that this data has been factored into the overall Yield Marketing Plan.

Kentucky has been utilizing a dynamic tool to work with other states relative to graduate employment outcomes and a link to that website was provided. The median salary three years after graduation is \$37,260 and 47.6 percent are employed in Kentucky. The median salary also increases by almost \$13,000 ten years after graduation. Longitudinal employment outcomes for graduates were also presented. This data shows that Kentucky is losing its talent to other states and illustrates the importance of support from businesses in this regard.

This report was presented for informational purposes only and required no Board action.

### **Adjournment**

The Enrollment Management and Student Success Committee adjourned at 1:45 p.m.



## **Finance Committee**

Jerry Rhoads – Chair  
Eric Crigler  
Leon Owens  
Lisa Rudolph  
Phil Schooley

Chair Kemp reported that the Property Acquisition agenda item would be moved to the end of the meeting because a Closed Session will be required for discussion.

Mr. Rhoads called the Finance Committee to order at 1:45 p.m. and reported all other members were present.

### **Authorization for Issuance of General Receipts Refunding Bonds, 2021 Series A, adopted**

Ms. Dudley reported the University has two bond issues that could potentially be refinanced. Mark Rawlings, Vice President of Quantitative Services with Hilliard Lyons and financial adviser to the University for 12 years, reported that at the end of 2017 the federal government changed the tax code dramatically and took away one of the more typical tools utilized to refinance the University's bonds – advance refunding. The University was a couple of years away from the “call date” which is the earliest date it can refinance bonds and issue advance refunding bonds. This allowed the University to place money into an account until the call date to capitalize on lower interest rates until that time arrived. The federal government eliminated this tool because it did not want two tax-exempt bond issues outstanding against one project at the same time.

The University has two 2011 bond issues outstanding that, based on the new federal guidelines, it would not be able to do anything with until 2021. Banks currently have a tremendous appetite to lock-in a low rate on a bond refinancing and close it when the call date nears (in about a year and a half for Murray State). Hilliard Lyons has done this successfully for the University of Louisville and the Metro Sewer District in Louisville. The refinancing is bid out to the banks that, in turn, provide their best rate until the call date, at which time it would close. It is estimated that taking this action would result in approximately \$336,000 total in savings on the General Receipts Bonds 2011 Series A and \$200,000 total in savings on Series C that would begin to accrue in 2021 and would be spread out over ten years to match the term of the existing bonds. Preliminary savings schedules were provided for both of these bond issues. The bonds would not close until 2021 but lower rates will be locked in now, working in conjunction with the Office of Financial Management before it can be bid. The purpose of the bond issuance is to achieve debt service savings on the General Receipts Bonds 2011 Series A and General Receipts Refunding Bonds 2011 Series C by refunding the bonds maturing on or after September 1, 2021. Preliminary savings schedules were provided for both of these bond issues.

Board approval represents the first step in moving this process forward and would allow the President and Vice President for Finance and Administrative Services to authorize Hilliard Lyons to accept resulting bids. The bids will be reviewed by University administrators, the bond financial advisor (Baird), the bond attorney (Dinsmore & Shohl) and the Commonwealth of Kentucky's Office of Financial Management. If the University does not receive favorable rates it has lost nothing in pursuing this refinancing option.

On behalf of the Finance Committee, Mr. Owens moved that the Board of Regents, upon the recommendation of the President of the University, adopt the Resolution presented providing for the authorization, issuance and sale of approximately \$10,749,000 in General Receipts Refunding Bonds, 2021 Series A, pursuant to the Trust Agreement dated as of May 1, 2007. Mr. Schooley seconded and the motion carried.

### **Full Board Action – Authorization for Issuance of General Receipts Refunding Bonds, 2021 Series A, adopted**

On behalf of the Finance Committee, Mr. Rhoads moved that the Board of Regents, upon the recommendation of the President of the University, adopt the attached Resolution providing for

the authorization, issuance and sale of approximately \$10,749,000 in General Receipts Refunding Bonds, 2021 Series A, pursuant to the Trust Agreement dated as of May 1, 2007. Mrs. Rudolph seconded and the roll was called with the following voting: Mr. Book, yes; Mr. Crigler, yes; Mrs. Gray, yes; Ms. Green, yes; Mr. Owens, yes; Mr. Rhoads, yes; Mrs. Rudolph, yes; Mr. Schooley, yes; Dr. Shemberger, yes; Dr. Tharpe, yes and Mr. Kemp, yes. The motion carried unanimously.

(See Attachment #4)

### **Kentucky Retirement Systems Pension Review, received**

Ms. Dudley reported that relative to the Kentucky Retirement Systems (KRS), in 2002 the University had an approximate six percent employer contribution rate per payroll dollar. If projections hold for Fiscal Year 2021, as of July 1, 2020, the University expects the contribution rate to increase to 93.01 percent, up from 49.47 percent this year. A depiction of both KRS plans – Kentucky Employees Retirement System (KERS) and Teachers' Retirement System (TRS) – was provided. If employees are eligible for TRS they are also eligible for an Optional Retirement Plan (ORP). The information presented was for only those employees participating in TRS and the associated employer contribution dollars. In Fiscal Year 2002, the University was contributing slightly more than \$4 million and this year is contributing \$6.3 million for KERS employees and \$4.7 million for TRS participants. Next year for KERS, at the expected 93.01 percent rate, the University's contribution is projected to be \$11.6 million, not taking into account any outsourcing that may occur. By statute, employees in positions that qualify for KERS must go into that plan because there are no other options. Information was also provided on how much of the University's state appropriation goes toward retirement and pension payments. In 2007, the University's state appropriation was \$55 million but has been reduced to \$45 million today, representing a significant decrease. Information was also provided on the University's appropriation, less KERS and TRS contributions. After contributions are made, it is estimated the University will have \$28 million next year to spend on teaching and learning. With the \$45 million appropriation, next year when the University contributes nearly \$16 million to the state retirement system, approximately \$28 to \$29 million will remain to be utilized for operations. Information was presented depicting the employee and employer contribution rates and how those vary.

Additional information was presented related to the impact of outsourcing over the past year and a half. For the Non-Hazardous KERS contribution, there was approximately \$13.7 million of salary base that is subject to retirement system contribution and in Fiscal Year 2018 the University paid \$6.8 million in this regard. At that time there were 488 employees in KERS and this same information was presented for Fiscal Year 2019 and estimated for Fiscal Year 2020. In 2020, the number of participants is estimated to be 330 employees in the KERS plan for a decrease in base salary contribution to \$11.5 million. This represents an estimated University contribution of \$5.8 million. For Fiscal Year 2021, if the University's contribution rate remains at 49.47 percent with an anticipated 269 employees in the plan and a salary base of \$9.5 million, Murray State would be required to contribute \$4.9 million to the retirement system. Information was also presented on different contribution rates that may be utilized as indicated by the state – 67.41 percent, 84.41 percent and 93.01 percent. At the highest contribution rate being considered, the University's liability could be reach \$9 million.

Information was presented relative to the magnitude of the liabilities the University carries. For KERS Non-Hazardous employees as of June 30, 2019, the University's liability is estimated to be \$142 million and represents what has been included on the University's financial statements as a liability. This could very well be the amount the University will owe if it opts to buy-out of KERS. The TRS liability decreased by \$56 million for Fiscal Year 2019 which does help reduce the University's burden in this area.

A summary of House Bill 1 was provided and represents legislation that resulted from the 2019 Special Session. The retirement system rate was frozen for a second year at 49.47 percent. The legislation also provides a way for Murray State to cease participation in the retirement system and House Bill 1 represents the University's guidance at this point. Information was also presented on the different tiers in which employees are categorized, along with length of service on or after January 1, 2014. Tier 1 employees are those with the most seniority. With a soft freeze, Tier 1 and 2 employees would remain in the system and Tier 3 would cease participation.

With a hard freeze, all employees would cease participation in KERS. Both scenarios represent alternatives the legislation would allow. The legislation also provides a timeline. The University has received an estimate from KERS regarding its liability and work is being undertaken with Dean Dorton auditors to review and analyze those numbers. In April, the Board and the institution will be required to take action on how the University will proceed in regard to its KERS status. A Special Meeting of the Board of Regents will be held on April 24, 2020, to take necessary action based upon the recommendation provided by the administration. Dr. Jackson added that House Bill 1 only gives the University the April 1-30 timeframe to make this decision and even though an estimate has been provided for the University's total KERS liability, the system will not provide the final liability amount until the institution makes a decision about whether it will leave the system, further complicating the analysis that is currently taking place.

In the 2020 Session, legislation has been introduced and passed by the House – House Bill 171 (HB 171) – which allows the University to cessate or remain in the system, similar to House Bill 1. HB 171 also allows a portion of the institution's payment to become a level-dollar or fixed amount which would be paid every year over a 27-year period. The second factor is the normal cost – 10 percent – which would be the only amount that would vary from year-to-year. There would be a level amount which would be approximately 72 percent of payroll and then a variable amount – normal cost – of approximately 10 percent. This would also mean 82 percent of the University's payroll, instead of 92 percent, would result from House Bill 171. Dr. Jackson reported that it is anticipated the legislature will provide a leveling amount in the budget for each institution to bring their contribution down to approximately a 49 percent contribution rate for the KERS payment. The House would like to be able to maintain this rate for the entire 27 years. For Murray State, it would take approximately \$2.2 million per year to go from the 82 percent rate to 49 percent (\$4.9 million). This would represent a special appropriation to be fenced off for this purpose if it is included in the state budget and passed by the Senate. Confirmation was provided that this would be known only for the two-year budget the Commonwealth approves. If House Bill 171 passes but the funding bill does not, the University's rate will be 82 percent (\$8 million).

This report was presented for informational purposes only and required no Board action.

#### **Fiscal Year 2021 Budget Calendar, received**

Ms. Dudley reported that the Fiscal Year 2021 Budget Calendar was provided and important dates were highlighted. Legislative Session dates were included and April 15, 2020, is the last day for the state budget to be approved. The CPE Board meeting is scheduled for April 23 and 24 and is when tuition parameters for the universities will be established for a two-year period. A CPE Presidents meeting and Finance Committee meeting will be held before that time which is when the University will begin to learn what is being proposed. The Special Meeting of the Board of Regents on April 24 is being held to not only address the pension issue but also seek approval for tuition rates for Murray State for next year. At its June meeting, the CPE will be asked to approve Murray State's proposed tuition rates. It is expected the budget for the next fiscal year will be presented to the Board for approval at the June 5, 2020, Quarterly Meeting. The University's Budget Advisory Committee – comprised of two members each for Faculty Senate, Staff Congress and the Student Government Association; the Faculty and Staff Regents; President Jackson; Ms. Dudley and the Director of Accounting – is scheduled to meet on April 8 and a Campus Budget Forum has been scheduled for April 9.

This report was presented for informational purposes only and required no Board action.

#### **Annual Lease Report, approved**

Ms. Dudley reported that, as per Item #16 of the Delegation of Authority, "The Board is to approve University real property and facilities' leases under which 1) the University is the lessee if the annual rental is in excess of \$100,000 or 2) the University is the lessor of University real property or facilities and the lease has a non-cancellable term exceeding one year. No additional approval will be required if an approved lease is renewed pursuant to the same terms and conditions but the Board will be advised of any such renewal. A listing of all leases will be provided to the Board annually."

On behalf of the Finance Committee, Mrs. Rudolph moved that the Board of Regents, upon the recommendation of the President of the University, accept the annual Lease Report as presented. Mr. Owens seconded and the motion carried.

**Full Board Action – Annual Lease Report, approved**

On behalf of the Finance Committee, Mr. Rhoads moved that the Board of Regents, upon the recommendation of the President of the University, accept the annual Lease Report as presented. Dr. Tharpe seconded and the motion carried unanimously.

(See Attachment #5)

**Campus Health Services Lease Agreement, approved**

Dr. Jackson reported that last year the University made a change in its health services provider for students, faculty and staff. The new provider is working extremely well with campus. This represents a pure lease arrangement with the provider and students, faculty and staff seem to be pleased with the new health services operation. Mr. Book confirmed this to be the case. The new provider met with several student groups to solicit feedback and has been responsive to student service requests.

Ms. Dudley reported that during Spring 2019, the University issued a Request for Proposal (RFP) for a company to operate a campus health clinic. The successful respondent to this RFP was Primary Care Medical Center, P.S.C. (Primary Care) from Murray, Kentucky. A facility lease agreement was negotiated per this RFP for the existing 4,337 square feet clinic location in Wells Hall, for an annual lease of \$21,684.96. This annual lease commenced on June 1, 2019, and a copy of the original lease was provided in the eBoard book. It is being recommended that the lease for the clinic space be executed for a term extending from March 1, 2020 – May 31, 2023 (three months and three years) for \$21,684.96 annually. Village Practice Management Co., LLC has assumed ownership of Primary Care and agrees with this lease recommendation. Details of the lease period, with associated amounts, were also provided in the eBoard book.

Per Item #16 of the Delegation of Authority, the Board is to “Approve University real property and facilities’ leases under which 1) the University is the lessee if the annual rental is in excess of \$100,000 or 2) the University is the lessor of University real property or facilities and the lease has a non-cancellable term exceeding one year. No additional approval will be required if an approved lease is renewed pursuant to the same terms and conditions but the Board will be advised of any such renewal. A listing of all leases will be provided to the Board annually.”

On behalf of the Finance Committee, Mrs. Rudolph moved that the Board of Regents, upon the recommendation of the President of the University, approve the above terms for the campus clinic facility lease with Village Practice Management Co., LLC for March 1, 2020, through May 31, 2023, for an annual amount of \$21,684.96. Mr. Owens seconded and the motion carried.

**Full Board Action – Campus Health Services Lease Agreement, approved**

On behalf of the Finance Committee, Mr. Rhoads moved that the Board of Regents, upon the recommendation of the President of the University, approve the terms as outlined for the campus clinic facility lease with Village Practice Management Co., LLC for March 1, 2020, through May 31, 2023, for an annual amount of \$21,684.96. Dr. Shemberger seconded and the roll was called with the following voting: Mr. Book, yes; Mr. Crigler, yes; Mrs. Gray, yes; Ms. Green, yes; Mr. Owens, yes; Mr. Rhoads, yes; Mrs. Rudolph, yes; Mr. Schooley, yes; Dr. Shemberger, yes; Dr. Tharpe, yes and Mr. Kemp, yes. The motion carried unanimously.

**Projects Approval, approved**

Ms. Dudley reported that Board Delegation of Authority Item #20 states that “...prior to moving forward, all projects costing over \$200,000 and up to the threshold denoted by Kentucky statute should be reviewed by the Board Chair and the President and a determination made in terms of those projects requiring further Board approval. Two schedules were provided to the Board listing projects initiated since the last Board report as follows:

1. Projects with estimated costs of \$200,000 or less
2. Projects with estimated costs of over \$200,000, which were reviewed by the Board Chair and President

The Board is being asked to designate this funding to allow the institution to report the associated funds in the listed projects as “Board Designated” in the quarterly financial reports and annual audit. This is not an exhaustive listing of projects under \$200,000 but includes those that have been started and not completed as of the report preparation date in order to designate funding.

On behalf of the Finance Committee, Mr. Owens moved that the Board of Regents, upon the recommendation of the President of the University, designate the funding as outlined for the projects on the listings presented. Mrs. Rudolph seconded and the motion carried.

#### **Full Board Action – Projects Approval, approved**

On behalf of the Finance Committee, Mr. Rhoads moved that the Board of Regents, upon the recommendation of the President of the University, designate the funding as outlined for the projects on the attached listings. Mr. Owens seconded and the roll was called with the following voting: Mr. Book, yes; Mr. Crigler, yes; Mrs. Gray, yes; Ms. Green, yes; Mr. Owens, yes; Mr. Rhoads, yes; Mrs. Rudolph, yes; Mr. Schooley, yes; Dr. Shemberger, yes; Dr. Tharpe, yes and Mr. Kemp, yes. The motion carried unanimously.

(See Attachments #6 and #7)

#### **Personal Services Contract, approved**

Ms. Dudley reported that Item #11 of the Delegation of Authority stipulates the Board will “...approve all Personal Services Contracts totaling more than \$50,000. The Board will be notified of all Personal Services Contracts between \$10,000 and \$50,000 before they are submitted to the Legislative Research Commission (LRC). Upon review, individual Board members may request that these be held for approval at the next Board meeting.” The contract on the listing presented requires approval by the Board of Regents and will allow Murray State to engage a firm to help recruit students that have ‘x’ number of hours already at the University but have stopped out. The project will still have to be bid to identify the successful firm but cost will not exceed 30 percent of expected revenue.

On behalf of the Finance Committee, Mr. Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the contract as outlined on the document presented, per requirements of the Board of Regents Delegation of Authority Item #11. Mr. Crigler seconded and the motion carried.

#### **Full Board Action – Personal Services Contract, approved**

On behalf of the Finance Committee, Mr. Rhoads moved that the Board of Regents, upon the recommendation of the President of the University, approve the contract as listed on the attached document, per requirements of the Board of Regents Delegation of Authority Item #11. Mr. Crigler seconded and the roll was called with the following voting: Mr. Book, yes; Mr. Crigler, yes; Mrs. Gray, yes; Ms. Green, yes; Mr. Owens, yes; Mr. Rhoads, yes; Mrs. Rudolph, yes; Mr. Schooley, yes; Dr. Shemberger, yes; Dr. Tharpe, yes and Mr. Kemp, yes. The motion carried unanimously.

(See Attachment #8)

#### **Adjournment**

The Finance Committee adjourned at 2:30 p.m.

## Legislative and Economic Development Committee

Virginia Gray – Chair  
Sharon Green  
Daniel Kemp  
Leon Owens  
Jerry Rhoads

Mrs. Gray called the Legislative and Economic Development Committee to order at 2:30 p.m. and reported all other members were present.

### **Legislative Update, received**

Mr. Smith reported that today marks Day 37 of the 60-day Legislative Session. March 2 and 3 are the last two days for new House/Senate Bill filings. April 12 – 15 represent veto days for the Governor and April 15 is *Sine Die* (Day 60). On January 14, 2020, the Governor presented the State-of-the-Commonwealth Address. On January 24, Murray State representatives – including President Jackson, Vice President Dudley and Mr. Smith – presented before the Budget Review Subcommittee on Postsecondary Education on pensions, performance funding and Murray State *Points of Pride* and the presentation was well received. The Governor's Budget Address was on January 28 and on March 3 the Student Government Association Rally for Higher Education will be held. Appreciation was expressed to Regent Book who has promoted a Board of Student Body Presidents' Resolution that supports all public higher education priorities that have been agreed upon – including maintenance of the 2 percent stop-loss provision, no additional appropriation cuts for higher education, increased funding for the Performance Funding Model and the Asset Preservation Fund. MSU Posters-at-the-Capitol is scheduled for March 5 in Frankfort. During the event, students from across Kentucky present their undergraduate research to legislators to highlight work that is being undertaken in this regard.

In terms of weekly advocacy and meetings, President Jackson, Vice President Dudley and Mr. Smith are in Frankfort frequently to monitor legislative actions, in particular House Bill 171 related to KERS pensions. Also monitored closely are the Asset Preservation/Deferred Maintenance Match proposal; reauthorizations for University (agency) bonding for P3, housing and other projects; Performance Funding (maintaining the 2 percent stop-loss provision and supporting increased funding request) and actively monitoring all bills impacting Murray State and higher education (which were included in the Bill Watch presented to the Board). Appreciation was expressed to all Regents assisting in these legislative efforts.

Confirmation was provided that House Bill 393 is the Dual Credit Bill and is currently in Committee. Universities have been told that there may be a different avenue to pursue for the proposed rate increase related to the cost institutions are able to charge for dual credit courses (currently one-third of regular credit hour cost at Kentucky community and technical colleges). There is a great deal of uncertainty as to whether these efforts will be successful.

With regard to Asset Preservation/Deferred Maintenance, a 2:1 match was originally requested (\$24.5 million General Fund dollars matched with \$12.3 million in University or agency bonds), with debt funded from the CPE Asset Preservation Fee. The Governor's budget recommended \$12.2 million General Fund dollars matched with \$6.1 million of University (agency) bonds. It is anticipated this will remain the same in the House Budget and confirmation was provided that the change was consistent among all public universities in Kentucky.

Mr. Smith further highlighted the following legislation:

- House Bill 14 – Undergraduate Tuition Waiver Bill sponsored by Representative Rob Rothenburger mandates up to 128 credit hours of undergraduate tuition be waived for family members of emergency response personnel and public employees who have died in action. The Bill passed the House 88-0 and is currently in the Senate Education Committee.
- Senate Bill 115 – Graduate Tuition Waiver Bill sponsored by Senator Mike Wilson mandates up to ten consecutive or nonconsecutive semesters of graduate tuition waived, up to age 28, for a Kentucky foster or adopted child. Confirmation was provided that the CPE has been working with the universities to determine the fiscal impact to the different institutions because it represents an unfunded mandate. This Bill passed the Senate Education Committee yesterday and is expected to pass the Senate next week. Confirmation was also provided that the impetus of this Bill – especially since it applies to graduate tuition – is unknown, as are the associated parameters.

- House Bill 171 – KERS Pension Bill sponsored by Representative Jim Duplesis changes the KERS Non-hazardous employer contribution rates for universities and all other quasi-agencies from a total percentage of payroll to level-dollar funding, with a normal cost component included. Murray State’s rate would be approximately 82 percent but it is believed there may be an appropriation included in the Budget Bill to hold all universities and agencies at the same 50 percent KERS rate. If the General Assembly does not act this Session, the MSU rate will climb to over 93 percent. The Bill passed the House 90-0 and currently is in the Senate State and Local Government Committee.
- House Bill 352 – Executive Branch Budget Bill sponsored by Representative Steven Rudy is the vehicle for MSU legislative priorities such as the Asset Preservation/Deferred Maintenance Match, reauthorizations for agency bonding and the Performance Funding Model 2 percent stop-loss provision. It is anticipated that the House Budget will be released within the next two weeks.
- In Washington, DC, representatives are advocating for key federal funding grant requests submitted by Murray State faculty and staff and the University is seeking assistance from its federal delegation. The College Affordability Act, which reauthorizes the Higher Education Act, expands Pell Grant funding and simplifies the FAFSA process, is being monitored closely.

Confirmation was provided that this week the University became aware of House Bill 463 which would create a Kentucky Center for Cannabis Research at the University of Kentucky (\$2.2 million per year appropriation) and will be monitoring the legislation closely, especially since Murray State has already established the Center for Industrial Hemp.

This report was presented for informational purposes only and required no Board action.

### **Adjournment**

The Legislative and Economic Development Committee adjourned at 2:45 p.m.

### **Marketing and Community Engagement Committee**

Sharon Green – Chair  
Trey Book  
Eric Crigler  
Virginia Gray  
Melony Shemberger

Ms. Green called the Marketing and Community Engagement Committee to order at 2:45 p.m. and reported all other members were present.

### **Naming Opportunity – John W. Carr Hall, approved**

Tina Bernot, Executive Director of Development, reported that work is underway to enhance the Murray State campus mall area, especially in front of the Carr Health Building during the 2020 Spring Semester. Enhancements will include the addition of a bronze sculpture of Dr. John W. Carr on a bench in front of Carr Health, as well as improvements to the building, landscaping and sidewalks in front of that facility. The cost of the sculpture is being funded with private funds.

Dr. John W. Carr was Murray State University’s first President. He served from 1923-26 and again from 1933-36. He is credited, along with founder Dr. Rainey T. Wells (second President), with the vision of designing and constructing the early buildings on the Murray State campus, along with all original academic programs. The Carr Health Building opened in 1937 and was named after Dr. Carr but does not have his name on the facility. Also, the Carr Health Building includes more than health-related courses and programs today. This building houses the Department of Community Leadership and Human Services and the academic areas of Social Work, Criminal Justice and Nonprofit Leadership, along with other health-related areas and resources and student activities.

On behalf of the Marketing and Community Engagement Committee, Dr. Shemberger moved that the Board of Regents, upon the recommendation of the President of the University and the Naming of Campus Facilities, Programs and Activities Committee, approve changing the name of the Carr Health Building to *John W. Carr Hall* and place the naming on the front of the facility. This will complement other changes to the front of the building and surrounding area

and better describes the academic areas and activities housed in this facility. Mr. Book seconded and the motion carried.

**Full Board Action – Naming Opportunity – John W. Carr Hall, approved**

On behalf of the Marketing and Community Engagement Committee, Ms. Green moved that the Board of Regents, upon the recommendation of the President of the University and the Naming of Campus Facilities, Programs and Activities Committee, approve changing the name of the Carr Health Building to *John W. Carr Hall* and place the naming on the front of the facility. This will complement other changes to the front of the building and surrounding area and better describes the academic areas and activities housed in this facility. Mrs. Rudolph seconded and the motion carried unanimously.

**Gift-in-Kind – Hillsboro Mobile Swine Demonstration/Education Trailer Unit, received, accepted and approved**

Mrs. Bernot reported that the Board is being asked to accept the gift of a Hillsboro Mobile Swine Demonstration/Education Trailer Unit donated by the Kentucky Pork Producers Association to the Hutson School of Agriculture at Murray State University for student use with the show pig and swine production unit. This was a long-standing request that is being brought to fruition due to the University's persistence and the support of Kentucky Pork Producers Association Executive Director Bonnie Jolly. Assistant Professor of Animal and Equine Science Matt Shultz is the faculty contact for this project. The Hillsboro Mobile Swine Demonstration/ Education Trailer Unit will allow Mr. Shultz and current students to take presentations on the road, enhancing educational opportunities and recruitment efforts for the Hutson School of Agriculture.

Mrs. Gray moved that the Board of Regents, upon the recommendation of the President of the University, receive, accept and approve the donation of the Hillsboro Mobile Swine Demonstration/Education Trailer Unit with a value of \$25,905 from the Kentucky Pork Producers Association of Elizabethtown, Kentucky. Dr. Shemberger seconded and the motion carried.

**Full Board Action – Gift-in-Kind – Hillsboro Mobile Swine Demonstration/Education Trailer Unit, received, accepted and approved**

On behalf of the Marketing and Community Engagement Committee, Ms. Green moved that the Board of Regents, upon the recommendation of the President of the University, receive, accept and approve the donation of the Hillsboro Mobile Swine Demonstration/Education Trailer Unit with a value of \$25,905 from the Kentucky Pork Producers Association of Elizabethtown, Kentucky. Mr. Owens seconded and the motion carried unanimously.

**Adjournment**

The Marketing and Community Engagement Committee adjourned at 2:55 p.m.

**Personnel Changes**

**Appointment of Provost and Vice President for Academic Affairs, approved**

Mr. Book reported that the Student Government Association is one of many groups on campus that was happy to pass a Resolution in support of the appointment of Dr. Tim Todd as the permanent Provost and Vice President for Academic Affairs at Murray State University. A copy of the SGA Resolution was provided to the Board as was read aloud as follows:

**Resolution to Support Interim Provost Timothy S. Todd  
as Permanent Provost of Murray State University**

Dated February 26, 2020



**WHEREAS**, Dr. Timothy S. Todd has consistently proven to be an effective leader who supports the students, faculty and staff at Murray State University by providing unique and innovative opportunities for all to succeed;

**WHEREAS**, Dr. Timothy S. Todd has continuously provided support and leadership for not only, the students of the Arthur J. Bauernfeind College of Business, but also students across the Murray State University campus;

**WHEREAS**, Dr. Timothy S. Todd has the ability to communicate clearly and effectively the message of Murray State University in any circumstance. He is comfortable and effective at handling normal day-to-day issues and larger, more long-term initiatives. He is trustworthy and has served this University proudly for several years;

**RESOLVED**, that the Murray State University Student Government Association fully supports the appointment of Dr. Timothy S. Todd as the Provost of Murray State University.

The resolution was authored and signed by Murray State Students Cole Crocker, Hannah Daab and Beau Ayres, all College of Business Senators.

Dr. Jackson reported he has known Dr. Todd for well over 20 years and is delighted he has chosen to spend his career at Murray State. He has served the University well, twice as Interim Provost and Vice President for Academic Affairs and he also served as Associate Provost from 2003 to 2006 and as Assistant Provost from 1998 to 2003. Prior to assuming the Interim Provost position, Dr. Todd served as Dean and full Professor in the Arthur J. Bauernfeind College of Business (2007-19) and also served as Interim Dean of the college in 2006-07. Dr. Todd is the right person at the right time for this position and it is an honor to recommend this appointment to the Board.

Dr. Shemberger reported that Webster's Dictionary offers four different definitions for Provost: the chief dignitary of a collegiate or cathedral chapter, the chief magistrate of a Scottish burgh, the keeper of a prison and a high-ranking university administrative officer. While the fourth definition speaks to the role modern Provosts play today, all four relate to a quality of care and dignity, especially the academic quality and dignity that Murray State University needs, and Dr. Tim Todd already provides these qualities to faculty, students and staff. Murray State has benefitted from excellent Provosts in the past, including Dr. Todd as Interim Provost twice. Provosts the University hired through national searches resulted in short-lived tenures and turnover in this role was significant. A search process is also costly in terms of time, money and resources and does not send the right message when the University wants to grow the very individuals on campus who are best suited to assume leadership roles. This presents a grand opportunity for momentum with Dr. Todd serving as the chief academic visionary. The faculty, administration, students, staff and the entire academic community at Murray State deserves his steadiness and enthusiasm as all navigate an evolving academic climate that is filled with limitless possibilities for hope, endeavor and achievement. Having Dr. Todd as Murray State's academic captain will propel the University toward a sense of permanence and a direction of progression that this beloved institution – the Finest Place We Know – deserves.

Dr. Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the appointment of Dr. Tim Todd as Provost and Vice President for Academic Affairs, at a fiscal year salary of \$195,688, effective March 1, 2020. Mr. Schooley seconded.

Mr. Rhoads stated that he takes particular pride in this appointment as Dr. Todd is a native of Hopkins County. His numerous roles at Murray State illustrate his love for the University and the strength of the institution is due, in large part, to the long tenure of key individuals. All are fortunate Dr. Todd has put his roots down at Murray State and has decided to continue with his fine service. The appointment of Dr. Tim Todd as Provost and Vice President for Academic Affairs at Murray State University has the full support of each of the academic Deans and a letter to that effect was circulated to the entire Board.

The roll was called with the following voting: Mr. Book, yes; Mr. Crigler, yes; Mrs. Gray, yes; Ms. Green, yes; Mr. Owens, yes; Mr. Rhoads, yes; Mrs. Rudolph, yes; Mr. Schooley, yes; Dr. Shemberger, yes; Dr. Tharpe, yes and Mr. Kemp, yes. The motion carried unanimously.

Dr. Todd expressed appreciation and indicated he is extremely honored and humbled. He loves Murray State University – and has for the last 25 years – and hopes to provide service for many more years. It is an honor to serve under Dr. Jackson, the Board, the other Vice Presidents, General Counsel and certainly the academic Deans, academic leadership, Chairs, faculty and staff – all for the benefit of students.

### **Salary Roster, approved**

Dr. Jackson reported that in compliance with state statutes and the responsibilities of the University Treasurer as identified in the *Bylaws* of the Murray State University Board of Regents, the Salary Roster provided outlines the amount paid to each professor, teacher or official of the school and must be approved by the Board.

Mr. Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the Salary Roster as of December 31, 2019, which includes new employment, retirements, resignations and terminations. Mrs. Rudolph seconded and the roll was called with the following voting: Mr. Book, yes; Mr. Crigler, yes; Mrs. Gray, yes; Ms. Green, yes; Mr. Owens, yes; Mr. Rhoads, yes; Mrs. Rudolph, yes; Mr. Schooley, yes; Dr. Shemberger, yes; Dr. Tharpe, yes and Mr. Kemp, yes. The motion carried unanimously.

(See Attachment #9)

### **Faculty Sabbatical Leaves, approved**

Dr. Todd reported that the Sabbatical Leaves, as described below, have been approved by all appropriate recommending levels.

- |   |   |                    |
|---|---|--------------------|
| ◆ <b>BOURKE, Brian</b>  | <b>Educational Studies, Leadership and Counseling</b> | <b>Fall 2020</b>   |
| <b>Full Salary</b>  |   |                    |
| <i>Dr. Bourke plans to finish an eight-chapter book manuscript.</i>                                   |   |                    |
| ◆ <b>DONNELLY, Robert</b>   | <b>Mathematics &amp; Statistics</b>                   | <b>Spring 2021</b> |
| <b>Full Salary</b>  |   |                    |
| <i>Dr. Donnelly plans to conduct research projects in algebraic combinatorics.</i>                    |   |                    |
| ◆ <b>SPIER, Timothy</b>   | <b>Biological Sciences</b>                            | <b>Spring 2021</b> |
| <b>Full Salary</b>  |   |                    |
| <i>Dr. Spier plans to complete and submit several manuscripts and improve current course content.</i> |   |                    |

Dr. Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, grant the requests for Sabbatical Leaves for the individuals and periods indicated above. Mr. Owens seconded and the motion carried unanimously.

### **Restatement of Murray State University's 403(b) Plan, approved**

Mr. Miller reported that the Board is being asked to review and restate/adopt a 403(b) Plan. In 2007, the Internal Revenue Service (IRS) decided to regulate 403(b) plans and ensure employers have a plan that meets certain requirements. The University adopted its current 403(b) Plan on January 1, 2009, utilizing an IRS template provided at the time. The current Plan permits University employees to participate in the Optional Retirement Plan which is available to eligible employees who elect to participate in this retirement plan and the Supplemental Retirement Plan which is optional for all participants. Several years ago, the IRS indicated employers have until March 31, 2020, to ensure they have the appropriate 403(b) Plan in place relative to their organization. Pursuant to its oversight and rule-making authority relative to tax-sheltered plans, the Internal Revenue Service issued Revenue Procedure 2017-18, which permits employers to retroactively correct any defects in their 403(b) Plan. The IRS has pre-approved a list of plans that satisfy the 403(b) written plan requirements. The University proposes to adopt a pre-approved plan to ensure compliance with IRS regulations regarding 403(b) Plan documents. The Plan and accompanying adoption agreements are consistent with the benefits and regulations applicable to the Plan adopted in 2009.

Ms. Gordon reported that the action being requested today applies not only to the University's Supplemental 403(b) Plan which has been in place for a number of years but also to the ORP. If an individual is eligible for TRS they are also eligible to choose an ORP. The administrative elements of the Plan will be different for TRS and ORP participants but what is being presented today covers all of these areas and ensures universal availability to all eligible employees. Mr. Miller added that the services of Stites and Harbison (attorneys) were engaged to provide expert advice and helped shepherd the University through the process. All feel comfortable with the advice received as this work was undertaken.

Mr. Rhoads moved that the Board of Regents, upon the recommendation of the President of the University, adopt the amended and restated 403(b) Plan, effective January 1, 2020, and authorize the Vice President for Finance and Administrative Services and Treasurer to the Board of Regents – Jackie Dudley – to execute all documents necessary to complete the adoption and restatement of the 403(b) Plan. Mrs. Rudolph seconded and the motion carried unanimously.

(See Attachment #10)

### **Policy Changes**

#### **Board of Regents Policy Manual – Section 2.3 – Capitalization Revision, approved**

Ms. Dudley reported that Accounting and Financial Services staff evaluated *Section 2.3– Capitalization* – in the University's *Board of Regents Policy Manual*. New lease reporting guidelines will be in effect for the University soon and there was a need to change its definition of a lease relative to real and personal property. As part of this review, updating the number of years smaller buildings were capitalized from a renovation standpoint was also needed. The recommended policy revisions were reflected in the document provided.

Mr. Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the proposed revisions to *Board of Regents Policy Manual – Section 2.3 – Capitalization*. Ms. Green seconded and the motion carried unanimously.

(See Attachment #11)

#### **Faculty Handbook – Section 1.4.2.2. – Procedural Rules Revision, approved**

Dr. David Roach, Faculty Senate President and Professor of Mathematics in the Jones College of Science, Engineering and Technology, reported that the *Faculty Handbook* is designed to provide members of the faculty access to basic information regarding policies, procedures, benefits, services, rules and regulations that are of importance to them as teaching personnel employed at Murray State University. The current *Bylaws* do not distinguish between a motion and a resolution and does not mention *Faculty Handbook* revisions directly. The procedural change being recommended reorganizes how Faculty Senate business is conducted and will use three named actions to conduct business: motions, resolutions and *Faculty Handbook* revisions. The drafting period being proposed will also allow faculty to suggest revisions that would improve a resolution or *Faculty Handbook* revision and allow for feedback before a final draft is submitted for a vote.

The first Faculty Senate action category is motions and these do not require approval from the administration to act upon and can be handled by the Faculty Senate. The second action category pertains to resolutions to consider any action that does require approval from the administration to act upon. Resolutions are submitted through the Provost and the President for approval. The third action category pertains to *Faculty Handbook* revisions which will be done through a proposal that makes changes to that document. Such changes require administrative and Board of Regents approval since the *Handbook* is the highest authority with regard to faculty policy.

Compliant with the University procedure for the revision of the Murray State University *Faculty Handbook*, a change to the following section is being recommended.

## *Faculty Handbook – Section 1.4.2.2. Bylaws*

### **ARTICLE VIII. Procedural Rules**

#### **Current Wording**

For a motion/resolution to be considered by the full Faculty Senate, that motion/resolution must be submitted to the Faculty Senate members/committees five working days before the monthly Faculty Senate meeting. If a motion/resolution is submitted after that time period, it will not be addressed until the subsequent month's meeting.

All proposed motions/resolutions must be sent to the Faculty Senate Executive Secretary and the Faculty Senate President.

#### **Proposed Wording**

The Faculty Senate will use the following three named actions to conduct business: motions, resolutions and *Faculty Handbook* revisions. A Faculty Senate motion will be considered any action that does not require approval from the administration to act upon. A Faculty Senate resolution will be considered any action that does require approval from the administration to act upon. A Faculty Senate *Handbook* revision will be a proposal that makes changes to the *Faculty Handbook*.

Faculty Senate motions can be presented at any regular or special meeting of the Faculty Senate where a quorum has been established. A motion can be presented in written form on the appropriate Faculty Senate motion template or orally if its content can be understood clearly by the body. Motions, both written and oral, will be assigned an FSM-number by the Executive Secretary. The process of making motions will be governed by Robert's Rules of Order, New Edition.

For a Faculty Senate resolution or *Faculty Handbook* revision to be considered by the full Faculty Senate, a draft proposal must be submitted on the appropriate template to the Faculty Senate Executive Committee and disseminated by the Committee to the Senate at least five working days before the monthly Faculty Senate meeting as a first reading draft proposal. The first reading draft proposal will be presented as an item of discussion and may be modified by the presenting member or Committee without requiring amendments during this period. A final proposal can be submitted to the Executive Committee to be placed on the agenda for a vote no sooner than the next regular Faculty Senate meeting. The final draft proposal will be disseminated by the Faculty Senate Executive Committee to the Senate at least five working days before the monthly Faculty Senate meeting as a regular voting item. Any changes after the final proposal is submitted would require an amendment during the Senate meeting. Resolutions will be assigned an FSR-number and *Handbook* Revisions will be assigned an FSH-number by the Faculty Senate Executive Secretary.

Dr. Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the *Faculty Handbook – Section 1.4.2.2. – Procedural Rules* revision as presented. Dr. Tharpe seconded and the motion carried unanimously.

#### **Supplemental Materials, accepted**

Dr. Jackson reported that supplemental reports were provided in the eBoard book, including the Quarterly Risk Management Report; "Good News" Report – January 2020; Quarterly Branding, Marketing and Communication Report (October – December 2019) and the Sponsored Programs – Grants and Contracts Report. These reports were provided for informational purposes only and required no Board action.

Dr. Tharpe moved for acceptance of these reports. Mr. Owens seconded and the motion carried unanimously.

### **Closed Session**

Chair Kemp solicited a motion for the Board of Regents to enter into Closed Session pursuant to Kentucky Revised Statute (KRS) 61.810(1)(b) to consider the future acquisition of real property known as the Cavitt Farm because publicity would likely affect the value of the property. Mr. Schooley so moved. Dr. Shemberger seconded and the motion carried unanimously. Ms. Dudley; Mr. Miller; Dr. Brannon, Dean of the Hutson School of Agriculture; Mr. Smith and Ms. Hunt were asked to remain in the room. Closed Session began at 3:15 p.m.

### **Open Session**

Chair Kemp solicited a motion for the Board to reconvene in Open Session. Mr. Crigler so moved. Mrs. Rudolph seconded and the motion carried unanimously. Open Session began at 3:30 p.m. Chair Kemp reported that no final actions were taken in Closed Session. The topic discussed in Closed Session was limited to the topic listed in the motion to enter Closed Session.

### **Finance Committee – Property Acquisition – Cavitt Farm, authorized**

On behalf of the Finance Committee, Mr. Schooley moved that the Board of Regents, upon the recommendation of the President of the University, authorize the University to purchase approximately 40.5 acres of farmland, known as the Cavitt Farm, located at the northeast intersection of the North Pleasant Grove and Ollie Hale Roads, said authorization being contingent upon the completion of environmental studies with no significant findings, boundary surveys and approval by the Secretary of Finance, at an amount not to exceed the average fair market value. Mrs. Rudolph seconded and the motion carried.

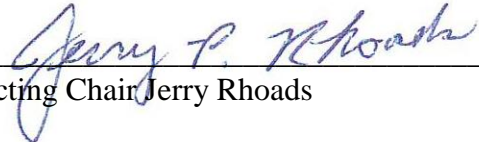
### **Full Board Action – Finance Committee – Property Acquisition – Cavitt Farm, authorized**


On behalf of the Finance Committee, Mr. Rhoads moved that the Board of Regents, upon the recommendation of the President of the University, authorize the University to purchase approximately 40.5 acres of farmland, known as the Cavitt Farm, located at the northeast intersection of the North Pleasant Grove and Ollie Hale Roads, said authorization being contingent upon the completion of environmental studies with no significant findings, boundary surveys and approval by the Secretary of Finance, at an amount not to exceed the average fair market value. Mr. Owens seconded and the roll was called with the following voting: Mr. Book, yes; Mr. Crigler, yes; Mrs. Gray, yes; Ms. Green, yes; Mr. Owens, yes; Mr. Rhoads, yes; Mrs. Rudolph, yes; Mr. Schooley, yes; Dr. Shemberger, yes; Dr. Tharpe, yes and Mr. Kemp, yes. The motion carried unanimously.

Chair Kemp reminded the Board of the Special Meeting on April 24, 2020, to address the pension decision which must be made and approve tuition and mandatory fees and housing and dining rates for 2020-21.

### **Other Business/Adjournment**

There being no further business to come before the Board, Mr. Crigler moved for adjournment. Mrs. Rudolph seconded and the motion carried unanimously. The Board of Regents Quarterly Meeting and Committee Meetings adjourned at 3:45 p.m.

  
\_\_\_\_\_  
Acting Chair Jerry Rhoads

  
\_\_\_\_\_  
Secretary Jill Hunt

(This page intentionally left blank to allow for inclusion of attachments.)