

**Minutes of the Quarterly Meeting of the Board of Regents  
Murray State University  
June 4, 2021**

**Call to Order/Roll Call**

The Murray State University (MSU) Board of Regents met on Friday, June 4, 2021, in Quarterly and Committee Session in Heritage Hall – Hall of Benefactors – on the Murray State University campus. Chair Jerry Rhoads called the meeting to order at 8:30 a.m. and welcomed those joining the meeting in person and via livestream. The roll was called and the following Board members were present: Eric Crigler, Robbie Fitch, Sharon Green, Leon Owens, Jerry Rhoads, Lisa Rudolph, Phil Schooley, Melony Shemberger and Don Tharpe. Absent: Virginia Gray and Warren Norman. Chair Rhoads introduced Ian Puckett, the incoming Student Regent and President of the Student Government Association from Mayfield, Kentucky, who was also present to observe today’s meeting.

Others participating in the meeting 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, 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; Robert Miller, General Counsel; Jordan Smith, Executive Director of Governmental and Institutional Relations; Shawn Touney, Executive Director of Marketing and Communication and Information Technology staff monitoring the technology component of the meeting. The meeting was available for the general public to attend in person or via livestream. It was noted that various presenters would join the Board at the appropriate time throughout the meeting.

**AGENDA**

**Call to Order**

**Chair Rhoads**

**Roll Call**

**Secretary Hunt**

**Consent Agenda**

**Chair Rhoads/  
President Jackson**

- A. Minutes\***
  - 1) Minutes of the Quarterly and Committee Meetings of The Board of Regents on February 26, 2021\***
  - 2) Minutes of the Special Meeting of the Board of Regents on April 23, 2021\***
- B. Report of the Registrar (May 2021 Conferral of Degrees)\***
- C. Audit and Compliance Committee**
  - 1) Office of Internal Audit – Internal Audit Work Status Report (For Information Only)**
  - 2) Office of Internal Audit – Summary of Presidential Travel Report (For Information Only)**
- D. Finance Committee – Personal Services Contracts – Schedule of Expenditures (For Information Only)**
- E. Personnel Changes\***
  - 1) Staff Leaves of Absence without Pay\***

**Report of the Chair**

**Chair Rhoads**

- A. Summary Report Regarding the Evaluation of the President and Chair Authorization to Execute an Amended Contract of Employment – Robert L Jackson\***

**Report of the President**

**President Jackson**

**Report of the Treasurer\*  
(Quarterly Financial Report)**

**Vice President Dudley**

**Committee Reports/Recommendations**

- A. Academic Excellence and Scholarly Activities**

**Regent Shemberger**

- 1) Academic Administrative Appointments Update (For Information Only)
- 2) Academic Year 2021-22 Calendar Update (For Information Only)
- 3) 2021 Board of Regents Teaching Excellence Awards\*
- 4) *Professor Emeritus* Designations\*

**B. Athletics** **Regent Crigler**

- 1) Athletics Update (For Information Only)
- 2) Personnel Changes – Contract of Employment – Second Amendment – Director of Athletics\*
- 3) Personnel Changes – Athletic Employment Contracts\*
- 4) Athletic Resolutions\*

**C. Audit and Compliance** **Regent Tharpe**

- 1) Audited Financial Statement – Federal Funds\*
  - a. Single Audit Report for the Year Ended June 30, 2020

**D. Buildings and Grounds** **Regent Schooley**

- 1) Campus Facilities Update (For Information Only)
- 2) Projects Totaling \$12 Million Update (For Information Only)
- 3) Program Statements for Asset Preservation and Capital Improvements\*
  - a. Curris Center\*
  - b. Wrather Auditorium\*
  - c. Lovett Auditorium – Phase II\*
  - d. *John W. Carr Hall* Boiler Project\*
  - e. Racer Arena HVAC Replacement\*
- 4) Six-Year Capital Plan\*

**12 noon (approx.) Board Breaks for Lunch – Heritage Hall – Hall of Benefactors**

**E. Finance** **Regent Owens**

- 1) General Receipts Bonds, 2021, Series A (Asset Preservation) – Authorization\*
- 2) 2021-22 University Budget with Executive Summary and Salary Roster\*
- 3) 2021-22 Course Fee Eliminations\*
- 4) Establishment of the Doris J. Seney Quasi-Endowment – Department of Biological Sciences\*
- 5) Project Approvals\*
- 6) Personal Services Contracts\*

**F. Enrollment Management and Student Success** **Regents Rudolph and Norman**

- 1) Preliminary Summer 2021 and Fall 2021 Enrollment and Retention Update (For Information Only)

**G. Legislative and Economic Development** **Regent Gray**

- 1) Legislative Update (For Information Only)

**H. Marketing and Community Engagement** **Regent Green**

- 1) Naming Opportunity – *Trustees Hall* – Lovett Auditorium\*

**I. Ad Hoc Presidential Evaluation Process Review Committee** **Regent Crigler**

- 1) Minutes of the Ad Hoc Presidential Evaluation Process Review Committee on February 25, 2021\*

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

**Closed Session** **Chair Rhoads**

- A. Kentucky Revised Statute (KRS) 61.810(1)(b), KRS 61.810(1)(c) and KRS 61.810(1)(f)

**2021-22 Faculty Promotion Recommendations\*** **President Jackson**

**2021-22 Faculty Tenure Recommendations\*** **President Jackson**

**Personnel Changes**

**President Jackson**

- A. **Reaffirmation of General Counsel Appointment – Robert L. Miller\***
- B. **Reaffirmation of Internal Auditor Appointment – Michelle Saxon\***

**Resolutions of Appreciation**

**President Jackson**

- A. **Jerry P. Rhoads\***
- B. **Sharon L. Green\***
- C. **Warren Norman\***
- D. **Retiring Faculty and Staff\***

**Board Organizational Materials**

**Chair Rhoads**

- A. **2021-22 Election of Board of Regents Officers and Reaffirmation of Treasurer\***
- B. **2021-22 Board of Regents Meeting Dates\***

**Supplemental Materials (For Information Only)**

**President Jackson**

- A. **“Good News” Report – April 2021**
- B. **Quarterly Branding, Marketing and Communication Report – January – March 2021**
- C. **Sponsored Programs – Grants and Contracts Report**

**Other Business**

**Chair Rhoads**

**Adjournment**

**Chair Rhoads**

(\*Requires Board of Regents Action)

**Consent Agenda Items, approved**

Chair Rhoads 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 Quarterly and Committee Meetings of the Board of Regents on February 26, 2021\*
- Minutes of the Special Meeting of the Board of Regents on April 23, 2021\*
- Report of the Registrar (May 2021 Conferral of Degrees)\* Dr. Jackson reported that in May 1,222 degrees were awarded and four in-person ceremonies were held.
- 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)
- 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 family medical leave, military leave, educational leave, a personal leave or a general leave of absence. Conditions and requirements of the specific types of leaves are defined in the Board-approved *Personnel Policies and Procedures Manual*. The requested Staff Leaves of Absence without Pay that have been processed as of April 30, 2021, are listed below:

<u>Name</u>	<u>Department</u>	<u>Effective Date</u>
Rebecca Billington	University Libraries	04/25/2021-04/26/2021
Lauren Couch	Talent Search-Missouri	04/30/2021-07/02/2021
Molli Crowell	Breathitt Veterinary Center	04/01/2021-04/05/2021
Tamela Darnell	College of Education and Human Services	04/12/2021-06/11/2021
Mary Futrell Mayfield	Office of the Registrar	05/20/2021-08/30/2021
Steven Mathis	Facilities Management	01/29/2021
Heather Morris	University Store	04/05/2021-05/11/2021
Anna-Marie Ulrich	Undergraduate Admissions	02/08/2021-02/09/2021

Mr. Owens 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. Dr. Tharpe seconded and the motion carried.

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

Chair Rhoads reported that the four live Commencement ceremonies represented a turning point for Murray State and all are to be commended for their efforts. The majority of Regents participated – with several attending all four ceremonies – and this speaks well of their commitment to Murray State.

Chair Rhoads reported that two of the most important things that this Board undertakes at the June meeting is to go on record in term of the evaluation of the President and approve the University Budget. As per established procedure, the Board of Regents conducted an Annual Performance Evaluation for President Robert L Jackson for the 2020-21 academic year. The evaluation report to be presented has been provided to all Board members, as was the aggregate summary of Board member responses. The Annual Presidential Evaluation report prepared in May 2021 by himself as Chair of the Board of Regents and Vice Chair Eric Crigler was read aloud as follows:

“In accordance with the Board Operating Procedure for the Annual Presidential Evaluation, the Chair and Vice Chair submit this Annual Presidential Evaluation Summary. For the preparation of this summary, the Chair and the Vice Chair utilized the aggregate of the evaluation responses by the Board of Regents members, the President’s Self-Assessment and our own assessments.

The Board-approved instrument utilized by Board of Regents members consisted of seven (7) sections as follows: **Strategy and Priorities; Leadership; Financial Management; Faculty, Staff and Students; External Relations; Relationship and Communication with the Board of Regents; and Additional Questions and Comments.**

The first six (6) categories had listed subsections and the respondents could mark each subsection as follows: **Strongly Agree; Agree; Disagree; Strongly Disagree; and Cannot Judge.** Additionally, each category provided space for general comments. Eight (8) of the ten (10) Board of Regents members who served from the beginning of Fiscal Year 2020-2021 to the present responded. The responses were aggregated by the University Information Technology department and the aggregate responses were forwarded to the Chair and Vice Chair.

Under the operating procedure for the Annual Presidential Evaluation, the summary is to include areas where the President has been effective, areas for improvement, progress on goals for the most recent period, progress towards strategic initiatives, and the Presidential goals for the upcoming period and forward-looking strategic initiatives.

Overall, President Jackson has consistently and clearly articulated the mission and goals of the University and his leadership has moved the University forward in a positive direction in all aspects. By establishing priorities for the University, President Jackson has struck the proper balance between short-term and long-term goals. In collaboration with Provost Dr. Tim Todd and all shared governance groups, a new Strategic Plan was developed and approved by the Board of Regents at its December, 2020 Quarterly meeting.

Dr. Jackson has worked in a collaborative manner with Regents, staff, faculty, and students in all areas of University governance. Under his leadership, even in the midst of the pandemic, the University showed increases in new first-time freshmen, first-time transfers, and first-time graduates. The University accomplished the greatest increases of degrees awarded among Kentucky public universities, increased its graduation rate, continued to lead all comprehensive universities in retention rate, and decreased the average gross cost of attendance.

President Jackson has assembled a high-achieving team of Provost, Vice Presidents, Deans, administrators, staff, and faculty. He provides clear direction as to his goals and expectations and positively motivates his team in a collaborative way. This has resulted in high campus morale among faculty, staff, and students. His love for and dedication to the University have been infectious throughout the campus and the larger Murray State University community. He is decisive, but collaborative in his decision making. Overall, he is transparent and open in his decision-making process. The Regents would encourage the President to strive for an even greater degree of transparency and openness in decision-making. President Jackson leads by example – and the example he sets is one of dedication to the University and a tireless work ethic.

President Jackson has a clear understanding of the policy set forth by the University's Governing Board and the Delegation of Authority document. He regularly reminds Regent members at the annual Retreat of the University policies dealing with respective duties and responsibilities and delegation of authority. He consistently adheres to these policies.

High marks are given to President Jackson for navigating the University through the COVID crisis, placing campus safety as the highest priority and at the same time continuing to deliver quality academic programs through various modes of instruction. He timely convened an effective work group which formulated the Racer Restart Plan which has provided comprehensive safety protocols. Necessary tweaks and adjustments were made during the course of the pandemic. Through President Jackson's leadership an enhanced volume of vaccinations was made possible through his negotiation of the Regional CFSB Vaccination Center. Adhering to safety protocols, President Jackson recently authorized in-person events, which included an outdoor band concert, Senior Breakfast and four (4) Commencement ceremonies.

President Jackson's listed accomplishments were set forth in his Self-Assessment and they included: **COVID-19 Pandemic Response; Enrollment Management; Recruiting and Retention; Reorganization of Enrollment Management Office; New Strategic Plans; Academic Accomplishments; Campus Enhancements; Financial Management; Private Fundraising; Government Relations and Legislative Activity; Student and Campus Life Enhancements; Racers Give Need-Based Scholarships; Athletics; and Relationships with Regional and State Leaders and Officials and Education Personnel.** Dramatic progress has been made in all of these areas under Dr. Jackson's leadership during the past fiscal year.

Dr. Jackson has instilled a renewed sense of pride and energy among administrators, faculty, staff, students, alumni, and the larger University community. At the same time, under Dr. Jackson's leadership, the University continues to enjoy an outstanding academic reputation and has maintained its high rankings in many national publications.

President Jackson's background in finance and his presidency of the University Foundation equipped him to be an excellent steward of the University's financial resources. His budget planning process has been open, transparent, and collaborative. He has received valuable input and buy-in from all campus constituencies and has relied greatly on the Budget Advisory Committee. He has taken great pains to ensure that the Board of Regents and the entire Murray State University community are well informed as to the financial status and plans of the University.

The responding Regents have strongly noted that President Jackson is very approachable to members of the University community and that he has a good rapport with faculty, staff, and students. This is an area which presents an ongoing challenge for our President because of the wide diversity of constituencies and viewpoints. President Jackson respectfully responds well to questions and concerns raised by faculty, staff, and students. He does so in a very open and honest manner. This input is very important to President Jackson and he takes it seriously. He regularly implements new policies and changes, based on the wide range of input he receives. President Jackson promotes an environment which encourages all of the campus constituencies to provide input and make suggestions to enhance the academic and campus experience of our students.

President Jackson excels in his cultivation and nourishment of relationships with alumni, local and regional public officials, educators, and all stakeholders of the University. He carried forward this attribute from his years as President of the University Foundation, where he led a successful fundraising campaign and greatly grew the Foundation assets. Moreover, his legislative background has given him greater insight and credibility in our relationships with the Governor and our state and federal officials. His leadership has been acknowledged statewide, as he continues to serve as the Convenor (Chair) of the Council on Postsecondary Education President's Council for our public universities. Additionally, he has provided the primary leadership for our public universities on the Performance Funding Work Group and the Pension Work Group.

Because of a consistent trend of reduced public funding, more than ever, the University has had to rely upon private funding sources. Through relationships developed over many years, President Jackson has been responsible for substantial gifts and bequests by alumni and friends of the University. These private funds have enabled the University to provide scholarship opportunities to students who might not otherwise have been able to afford higher education. This has had a positive effect on our enrollment and retention.

Although he was limited by the pandemic, President Jackson spent as much time as possible on the road, visiting high schools and education personnel throughout the University service area. He is well known and well received wherever he goes and he makes a very positive impression on students and school faculty and administrators. School personnel frequently comment that they do not often see university Presidents come to their school campus. His outreach has encouraged recruiting by faculty, staff, students, and alumni. As he puts it, “we are all recruiters.”

The efforts by President Jackson and others have paid great dividends for the University. The downward trend in enrollment prior to Dr. Jackson’s presidency has been reversed and the University is now showing a consistent pattern of enrollment growth. As noted above, the University has even shown enrollment growth during the pandemic.

President Jackson communicates well with Board of Regent members. He regularly sends emails and makes calls to individual Board members between meetings in order to advise them of significant developments and enrollment highlights. This pattern has been even more regular due to the pandemic. He provides a comprehensive monthly enrollment report which relates in great detail the status of all enrollment categories. This information is constantly monitored and quantified in order to enhance our enrollment yield. Prior to each Board meeting, President Jackson calls each Board member to determine if they have any questions, comments or suggestions. The proposed agenda is sent to all board members well in advance of Board meetings. At all times, President Jackson has been respectful and attentive to input, comments, and suggestions by Board members.

Responses by Board members consistently commend President Jackson for navigating the University through the pandemic and ensuring campus safety at all times. He was given high marks for the new University Strategic Plan, the financial management/budget process, enrollment increases, and stimulation of private funding. He was encouraged to foster even more open and transparent culture between the Board and the alumni – and the Board is supportive of Dr. Jackson in this effort.

President Jackson is encouraged to continue the shared governance model in place at the University and to continue exploring policies that could lead to enhanced career opportunities for faculty and staff.

President Jackson has demonstrated that student success is the ultimate goal of the University and all challenges, opportunities, and decisions are directed to the goal of student success. The overwhelming majority of notations by Board members were in the “**Strongly Agree**” category and there was only one notation in the “**Disagree**” category and none in the “**Strongly Disagree**” column.

Finally, the Board is appreciative to Dr. Jackson for his leadership, especially during the pandemic, and believes that we are indeed fortunate to have a person of his caliber as our fourteenth (14<sup>th</sup>) President.”

Respectfully submitted,

Jerry P. Rhoads  
Chair, Board of Regents

Eric F. Crigler  
Vice-Chair, Board of Regents

Recommendations resulting from this evaluation process include a one-year extension of the President’s Employment Contract at the same salary. The President would be eligible for any salary increases approved for other employees. In consultation with General Counsel Rob Miller, the attached Employment Contract represents the recommended change. It has been the Board’s practice in the past to extend the President’s Employment Contract for an additional year following a favorable performance evaluation. An Employment Contract extension would send

a positive message relative to the Board's confidence to President Jackson, the Murray State community and the public.

Chair Rhoads opened the floor for comments. There being none, Chair Rhoads indicated he would entertain a motion at this time to approve the report and also the one-year contract extension.

Regent Owens moved that the Board of Regents, upon the recommendation of the Chair and Vice Chair of the Board of Regents, accept the Report of the Chair and Vice Chair as it pertains to the President's Annual Performance Evaluation and approve the President's Employment Contract, as amended and presented, to include any 2021-22 salary increases approved for all University employees, effective July 1, 2021. Regent Fitch seconded and the roll was called with the following voting: Mr. Crigler, yes; Dr. Fitch, yes; Ms. Green, yes; Mr. Owens, yes; Mrs. Rudolph, yes; Mr. Schooley, yes; Dr. Shemberger, yes; Dr. Tharpe, yes and Mr. Rhoads, yes. The motion carried.

Chair Rhoads expressed appreciation to the Regents who completed the presidential evaluation survey instrument. This work was very thoroughly done and the results were of great assistance to him and Vice Chair Crigler in formulating the report. Regent comments were very helpful and all have shown their due diligence in completing the presidential evaluation. Dr. Jackson expressed appreciation to the Board for their confidence and indicated this is the most comprehensive evaluation he has been given during his professional career. He appreciates this as it was very helpful to him in many respects and a great deal of time was spent with the Chair and Vice Chair discussing each component of the evaluation. Dr. Jackson indicated that this process is not about him. It is also about the administrators, faculty, staff and students who deserve praise as well. No one can do this job alone and it is vitally important for all to work together to help make this campus run. This institution is blessed with a great administrative team, wonderful faculty and excellent staff. He thanked the Board for their support and confidence which are much appreciated. Chair Rhoads reported that Regent responses to the survey repeatedly included complimentary comments about the President's team, faculty and staff. Appreciation was expressed to the talented team that provides leadership for Murray State. Dr. Tharpe stated that the process this year went more smoothly than in prior years and the time the Board spent relative to governance made that process better and this effort was led by Regent Crigler and the Ad Hoc Presidential Evaluation Process Review Committee.

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

President Jackson reported the following:

- Approximately 15 years ago, Dr. Jesse Jones was on campus and asked where the University centralized recognition of alumni, friends, donors and faculty and staff. At that time there was no such location and Dr. Jones and his wife funded the development of this meeting room – the Hall of Benefactors. In 2005, Heritage Hall was only half completed and this room had no walls and a gravel floor and the second floor was completely unfinished. Dr. Jones wanted the Office of Development to have a better space to reach out to alumni, donors and friends to help the University with private fundraising which is vitally important today and he also funded completion of the second floor. Appreciation was expressed to Dr. Jones and his family for their generosity which is evident across campus.
- The budget planning process started last semester and at that time there was a great deal of uncertainty.
- Appreciation was expressed to Regents as the past 15 months have been difficult and all played a valuable role in helping guide the University through the pandemic. Efforts are underway to determine what the summer and fall will look like and the elimination of protocols that were put in place during the pandemic will be announced. The Board, faculty, staff and students have been understanding, tolerant and supportive throughout this process. The students are to be especially commended as they lost an entire year of the traditional college experience.
- New Student Regent Ian Puckett will be sworn in after July 1 but is present today to observe and learn. Appreciation was expressed to Student Regent Warren Norman who had the toughest Student Government Association presidency than anyone since World War II. He did a good job and was extremely supportive. He was concerned about not being present today but is starting a new job in South Dakota and it was important for him to be there instead. All are proud of his work over the last year.
- Appreciation was expressed to the School of Nursing and Health Professions for their work with making the Regional Vaccination Center a success, in particular faculty in that area – led by Dean Dina Byers. Appreciation was also expressed to Provost Todd, Vice Presidents Dudley and Robertson and Mr. Smith who led this initiative as part of the University's COVID-19 response following negotiations with the Commonwealth to bring a Regional Vaccination Center to campus. February 14, 2021, marked the first day of mass vaccinations in the CFSB Center. Murray State was the only university outside of a teaching hospital to have a Regional Vaccination Center. Approximately 10,000 vaccinations were given between February 14 and May.

- Enrollment Management is vitally important to the University and a detailed report will be provided later today in this regard. All involved with Murray State are recruiters and this work will continue to be even more important in the days, weeks and years to come. Over the last two years, first-time numbers relative to freshmen, transfers and graduate students were up for the first time in several years due to the hard work of many, including Enrollment Management and Recruitment staff. New programs and quantitative and predictive analysis measures have been put in place, in addition to targeted marketing strategies.
- Appreciation was expressed to Provost Todd and his office and the Registrar and Assistant Registrar for their work to ensure four successful Commencement ceremonies. The students and families who attended very much appreciated the opportunity to participate in person.
- The Legislative Session was particularly difficult this year due to staff not being able to be in Frankfort due to COVID restrictions and meetings having to be conducted virtually. One key legislative issue was the Performance Funding Model and work was undertaken to be able to bring stabilization in this regard. This time last year the University had to budget for approximately \$850,000 of its appropriation to go back into the Performance Funding Model. The new Performance Funding Model stabilizes this and places a floor on the institution's base appropriation (approximately \$44 million). This helps provide stability for budgeting and planning purposes in regard to performance funding. He is grateful to the work group that undertook this effort. The work group was comprised of all Kentucky University Presidents, Council on Postsecondary Education (CPE) President Aaron Thompson, Senator David Givens and the House Leader. The results of this work will benefit Murray State greatly. Another key legislative issue which has been – and will continue to be – challenging are pensions. Work undertaken in this regard has also led to predictability. While the pension rate will double from 49 percent to 99 percent, the Legislature will be funding a great deal of this increase at 100 percent next year. The associated increase cost to Murray State is \$4 million but due to the work undertaken during the Legislative Session that will be phased-in and the contribution rate will then be the same over the next 30 years. Having this stability allows the University to plan better in terms of how it can fill the gap between what it currently pays – approximately \$4 million – and the revised total of \$8 million. The Legislature will help the universities phase-in the new model by covering the total deficit next fiscal year and then in decreasing percentages over the next four years. In the end, the University will have a \$2 million additional exposure in regard to the Kentucky Employee Retirement System (KERS) pension plan.
- Every sport at Murray State University was played during the 2021 Spring Semester for the first time in the University's nearly 100-year history. Director of Athletics Kevin Saal and his team are to be commended on an excellent job, resulting in successes in several sports. A detailed report will be provided later but all should be proud of what was achieved.
- Appreciation was expressed to Regent Leon Owens – President and Chief Executive Officer of Swift & Staley – for establishing a \$25,000 annual scholarship fund for *Paducah Regional Campus* students. This represents an extremely generous and transformative gift and a difference maker for that regional campus.
- Work has been underway for many months to phase campus operations back to normal in terms of instruction and student/campus activities for the 2021 Fall Semester. Provost Todd will provide academic updates and the Board will be asked to approve the Board of Regents Teaching Excellence Awards, tenure, promotion and retirements.
- Appreciation was expressed to Vice President Dudley and Ellen Dale, Director of Accounting and Financial Services and their entire team, Provost Todd, Vice President Robertson and all involved administrators in preparing the University Budget for Fiscal Year 2021-22. Even in this tough environment the budget will help move this University forward. Appreciation was expressed to Faculty Senate President David Roach, Staff Congress President David Wilson and SGA President Norman and their respective constituency groups who have been integrally involved in this process, especially with regard to the compensation (cost-of-living or COLA adjustment) recommendation to be presented. As part of the shared governance model, it is important to be open and transparent throughout the process to move the University forward. The standing Budget Advisory Committee is comprised of faculty, staff and student leaders and the Faculty/Staff Leadership Council and discussions have occurred relative to the University Budget and other Murray State initiatives. A University Town Hall meeting was held during the spring to provide updates and every effort has been made to also keep the Board informed.
- A graph was provided depicting the operating appropriation for Murray State. In 2008, the University's state appropriation was approximately \$56 million but today is \$43.7 million, representing a 22 percent decline over the years. Tuition has not increased by this same amount and the difference means efficiencies and budget cuts had to be identified. The General Assembly again this year passed a one-year budget and all are thankful that the University's state appropriation is now stabilized with flat funding for the next fiscal year.
- A graph was provided showing the pension component of the budget. For KERS, which includes administrative and other staff, the University's contribution is being changed from 49.47 percent (\$4 million per year) to 98.8 percent (\$8 million per year). The regional delegation of the General Assembly has been very supportive of Murray State and helped advance bills to benefit the institution. Majority Leader Steven Rudy holds an important leadership position in the House and has been a true friend to Murray State. The Teachers' Retirement System (TRS), which includes mostly



administrators and faculty, is more stable. For next year, the Legislature will fund 100 percent of the \$4 million KERS rate increase and there will be no additional liability to the University. Review of individuals in the KERS system is underway in order to determine whether those individuals identified with Murray State were actually employees. In Fiscal Year 2023, the state will fund 90 percent of the increase and the University will fund 10 percent. In Fiscal Year 2024, the state will fund 80 percent of the increase and the University will fund 20 percent and so forth through Fiscal Year 2027 where the contribution rate will remain 50 percent from the University and 50 percent from the state for the next 30 years. An option was made available to the universities to buy-out of the KERS system but was not financially feasible for Murray State.

- An average COLA increase of 2.15 percent represents the largest in seven years for University employees. An average of all employee salaries at the University was determined. Individuals making above the average will receive less than the 2.15 COLA increase and those below the average will receive more, up to and including 3.5 percent.
- In terms of tuition and fees, access and affordability are key. The CPE approved a 3 percent tuition cap over two years (Fiscal Years 2022 and 2023), with no more than 2 percent being approved in one year. Over the last two years, tuition and fee increases at Murray State have been zero and 1 percent, respectively. The CPE controls and approves the tuition-setting process and President Thompson worked closely with the institutions in this regard to ensure issues such as access and affordability are being addressed. An increase of up to 1 percent will be recommended to the Board later today. The Higher Education Price Index for 2020 (inflation) was 1.9 percent and the projection for 2021 will be much higher. A chart depicting gross tuition and fees was provided and Murray State is third from the bottom which is historically where the University has been in terms of cost. This is why Murray State is consistently recognized in national publications for its quality and affordability.
- A detailed Facilities Management report will be provided for the 4 million square feet (194 buildings on 1,732 acres) the University maintains. Work is underway to help the University catch up in terms of maintenance needs and a report will be provided on a bond issuance of \$12.3 million to assist with undertaking this effort. In 2018 an Asset Preservation Fee was put in place and is bondable. One-half of the Asset Preservation Fee will be bonded and that equates to \$12.3 million to catch up on projects that are critical to this institution, such as historical building needs and major projects in the Curris Center. The \$12.3 million investment will provide much needed campus, student life and academic enhancements. Since the Asset Preservation Fee is in place, this will not result in any budgetary impact on the current or future operating budgets. Over the last five years, the University has paid off approximately \$25 million in debt and even with the added \$12.3 million in debt, Murray State remains at the bottom relative to the other comprehensive universities in the state in terms of overall debt. This is monitored closely and care has been taken to prioritize the most pressing needs on campus.
- Housing review work continues to develop long-range plans and includes a public-private partnership for new or renovated housing on campus. Discussions are underway with consultants to determine how best to improve on-campus housing. Dr. Tarpe commended all for the work that is being undertaken because it is the best marketing tool for students and families when they visit campus. Dr. Jackson agreed this work is crucial for recruitment and retention purposes and from a teaching and learning standpoint.
- A donation from Dr. Charles and Marlene Johnson allowed for improvements to be made to the lobby area in Lovett Auditorium a few years ago and they continue to be supportive donors. The seating in Lovett will also be replaced as a result of private donations received from the MSU Foundation and photos of the facility were presented. Each row of seating has an original end cap with the historical Shield and "M." Those end caps from the original seats have been preserved and will become part of the new seating design which has been selected. Also maintained were the bronze tags containing the seat numbers for a centennial collectible. Additional projects being undertaken in Lovett were highlighted. This is one of the most utilized facilities on campus and it is also important to the region. Appreciation was expressed to the MSU Foundation and President David Durr. In April 2021, the Foundation Board approved the donation of \$500,000 to the University and a recommendation will be presented later today to name the auditorium *Trustees Hall* in recognition of this contribution. A bronze plaque will also be placed in *Trustees Hall* to preserve the history of this facility and the contribution from the Foundation. Dr. Tina Bernot, Executive Director of Development, has developed a plan in regard to seat naming and fundraising opportunities to further enhance the facility.
- Challenges ahead for Fiscal Year 2021-22 include identifying increased efficiencies, undertaking budget review, identifying potential sponsorships and raising private funds. Throughout the fall a budget review process will be undertaken. There will be no new monies coming from the state anytime soon but the University's base appropriation is now secure. Inflationary issues and pensions will also impact the budget. Enrollment will continue to be a challenge for all universities but comprises 71 percent of Murray State's budget. Initiatives to further help increase enrollment will be outlined by Dr. Robertson. The Legislative Session in 2022 will also be critical.

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

## **Report of the Treasurer (Quarterly Financial and Investment Reports), accepted**

Ms. Dudley highlighted the following with regard to the Quarterly Financial and Investment Reports through March 31, 2021:

- The University is in a good position from a financial perspective. A great deal of activity occurs during the last three months of the fiscal year but the University does not generate significant revenues. Cash balances are up slightly and reflect spring revenues. Payments are also made for projects undertaken over the summer.
- Key markers for the institution include cash, accounts receivable, working capital and net position. Many of the changes to the financial statements this year are a result of the pandemic and where the University was down last year, this year it appears the institution is up. The University is really resetting itself to the normal amount. The cash balance is up slightly over last year primarily due to the fact that last year at this time the University had given housing and dining credits back to students after they were required to move out of the residence halls. Accounts receivables are up significantly and this is primarily due to the fact when the Fall Semester opened holds were not placed on student accounts. Many students still have outstanding balances and it is hoped additional federal funding will help those who are unable to take care of their financial obligations. Federal monies the University received had to be given directly to the students and it was their decision on whether to pay account balances. The third round of federal stimulus will provide the University with more variability. Working capital is up for the same reason just outlined for accounts receivable.
- The University is up in net position and trends in revenues and expenditures data was provided. Education and General (E&G) revenues are down slightly because the University had a very conservative year but this was anticipated.
- In terms of the balance sheet for the institution, there was a change in net position from prior year in Quarter 3 of \$32.5 million. Over \$20 million of this total represents the University's pensions adjustment at June 30, 2020. In 2020 when the year was closed, the University's pension liability went down and there was a reversal of expenditures to net a positive adjustment.
- The income statement shows a change in net position from prior year Quarter 3 of \$10.8 million due to almost \$5 million of federal stimulus money the institution received. Even though these are reimbursement dollars, they are recorded as revenue from the federal government, resulting in an increase in overall revenue for the institution. The Foundation also rebalanced some of its portfolio which resulted in a significant increase of \$3 million this year. These represent the assets the Foundation holds for the University. The state's investment performance was not as good this year. This resulted in a hit on the monies the University holds with the State Treasurer. The University invests approximately \$20 million in Murray State assets with the Foundation. All tuition money and other revenues the University takes in must be sent to the State Treasurer to invest. This year there was a decrease in these investments where last year market performance was more favorable.
- With data as of March and through the most recent summer school revenues, it is projected the University will end this fiscal year being short approximately \$700,000 of meeting tuition budget. There is still a \$2 million contingency in the budget that has not been used and these funds will cover the shortfall. Dr. Jackson confirmed that no reserves will be utilized to balance the budget. Flat enrollment growth was budgeted at the Fiscal Year 2020 level.
- The E&G Fund represents those dollars the University utilizes for daily operations and includes tuition revenue and is the source used for salaries and benefits. For the same reason the overall balance sheet for the institution was up significantly, E&G is also up almost \$30 million due to the year-end pension adjustment and this does not represent a tremendous windfall but a book entry (not a cash entry).
- The E&G income statement is up \$5 million and approximately one-half of the increase is due to the pension adjustment. The remaining increase is due to the investment performance of the Foundation.
- The auxiliary income statement is up almost \$6 million over prior year. The bulk of this increase is due to the challenges the University had last year due to refunds which had to be issued because of the pandemic.
- Confirmation was provided that all federal stimulus dollars will be utilized prior to the end of the next fiscal year which is required based on the guidance provided.

Dr. Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, accept the quarterly unaudited Financial and Investment Reports for the period of July 1, 2020, through March 31, 2021, as presented. Dr. Tharpe seconded and the motion carried.

(See Attachment #1)

## Committee Reports/Recommendations

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

Melony Shemberger – Chair  
Virginia Gray  
Warren Norman  
Leon Owens

Dr. Shemberger called the Academic Excellence and Scholarly Activities Committee to order at 10:06 a.m. and reported fellow member Leon Owens was present. Chair Rhoads reminded the Board that he serves as an ex-officio member of all Committees and will join in the work of the Academic Excellence and Scholarly Activities Committee due to the absence of two members.

### **Academic Administrative Appointments Update, received**

Dr. Todd reported that appointments for the following academic administrative positions have been approved for the 2021-22 fiscal year:

#### **Department of Applied Health Sciences**

*Chair Miranda Sanford-Terry has resigned effective June 30, 2021.*

**Dr. Amelia Dodd – EXS Program Director**

**Dr. Lauren Roberson – NTN Program Director**

#### **Department of Economics and Finance**

*Dr. Badasyan has served as Interim Chair since Fiscal Year 2019-20.*

**Dr. Narine Badasyan – Chair**

#### **Department of Educational Studies, Leadership and Counseling**

*Dr. Patel has served as Interim Chair for Fiscal Year 2020-21.*

**Dr. Samir Patel – Chair**

#### **Department of English and Philosophy**

*Dr. Sue Sroda has served as Chair since Fiscal Year 2014-15. Dr. Sroda will be returning to a 9-month faculty contract.*

**Dr. Rusty Jones – Chair**

#### **Department of Journalism and Mass Communications**

*Chair Allen White will be retiring June 30, 2021.*

**Dr. Kevin Qualls – Chair**

#### **College of Education and Human Services**

*Dr. Bloomdahl has served as Interim Assistant Dean for Fiscal Year 2020-21.*

**Dr. Susana Bloomdahl – Assistant Dean**

#### **School of Nursing and Health Professions**

*Dr. Dodd has served as Interim Assistant Dean for Fiscal Year 2020-21.*

**Dr. Amelia Dodd – Assistant Dean**

These appointments have the support of the Provost and Vice President for Academic Affairs and the faculty member's supervisors and colleagues.

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

### **Academic Year 2021-22 Calendar Update, received**

Dr. Todd provided an update on the Academic Year 2021-22 Calendar, with the key theme being for the 2021 academic year to look like the 2019 academic year as outlined below.

<b>FALL 2021</b>		<b>SPRING 2022</b>	
<b>Classes Begin</b>	August 17	<b>Classes Begin</b>	January 18
<b>Labor Day Holiday</b>	September 6	<b>Spring Break</b>	March 21-25
<b>Fall Break</b>	October 7-8	<b>Classes End</b>	May 6
<b>Thanksgiving</b>	November 24-26	<b>Finals</b>	May 7-13
<b>Classes End</b>	December 3	<b>Commencement</b>	May 14
<b>Finals</b>	December 4-10		
<b>Commencement</b>	December 11		

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

**2021 Board of Regents Teaching Excellence Awards, approved**

Dr. Todd reported that the Regents Teaching Excellence Awards were established in 1985 to honor faculty who deserve recognition as exemplary teachers. The recipients of these awards show a strong commitment to excellence in the classroom, an enthusiasm for their discipline and a sincere interest in the growth and well-being of students. Murray State faculty do an excellent job relative to service and research but ensuring effective teaching is the top priority. The fact that the Board recognizes teaching excellence means a significant amount to the faculty aggregate and particularly for the award winners. The 2021 recipients of the Regents Teaching Excellence Awards are:

- ◆ Professor Patty Parish..... Arthur J. Bauernfeind College of Business
- ◆ Dr. Justin Brogan .....College of Education and Human Services
- ◆ Dr. Jie Wu ..... College of Humanities and Fine Arts
- ◆ Dr. Diane Nititham ..... College of Humanities and Fine Arts
- ◆ Dr. Laura Sullivan-Beckers .....Jesse D. Jones College of Science, Engineering and Technology
- ◆ Dr. Kevin Revell .....Jesse D. Jones College of Science, Engineering and Technology
- ◆ Dr. Donald Adongo.....Jesse D. Jones College of Science, Engineering and Technology
- ◆ Dr. David Ferguson ..... Hutson School of Agriculture

On behalf of the Academic Excellence and Scholarly Activities Committee, Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the above-named faculty as Regents Teaching Excellence Awardees for 2021. Regent Shemberger seconded and the motion carried.

**Full Board Action – 2021 Board of Regents Teaching Excellence Awards, approved**

On behalf of the Academic Excellence and Scholarly Activities Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the following faculty as Regents Teaching Excellence Awardees for 2021:

- ◆ Professor Patty Parish..... Arthur J. Bauernfeind College of Business
- ◆ Dr. Justin Brogan .....College of Education and Human Services
- ◆ Dr. Jie Wu ..... College of Humanities and Fine Arts
- ◆ Dr. Diane Nititham ..... College of Humanities and Fine Arts
- ◆ Dr. Laura Sullivan-Beckers .....Jesse D. Jones College of Science, Engineering and Technology
- ◆ Dr. Kevin Revell .....Jesse D. Jones College of Science, Engineering and Technology
- ◆ Dr. Donald Adongo.....Jesse D. Jones College of Science, Engineering and Technology
- ◆ Dr. David Ferguson ..... Hutson School of Agriculture

Regent Rudolph seconded and the motion carried.

**Professor Emeritus Designations, approved**

Dr. Todd reported that, in accordance to the *Murray State University Bulletin*, the rank of *Professor Emeritus* is assigned to Assistant Professors, Associate Professors or Professors who have limited or terminated their responsibilities as ranked faculty members after ten or more years of distinguished service to Murray State University. The following faculty are being recommended for the rank of *Professor Emeritus*, effective July 1, 2021.

<b>Barbara Cobb</b>	English and Philosophy	Professor
<b>Stephen Cobb</b>	School of Engineering	Professor
<b>Scott Erickson</b>	Music	Associate Professor
<b>David Ferguson</b>	Agricultural Sciences	Professor
<b>Seid Hassan</b>	Economics and Finance	Professor
<b>Hamid Kobraei</b>	School of Engineering	Professor
<b>Dale Ray Phillips</b>	English and Philosophy	Associate Professor
<b>H. Allen White</b>	Journalism and Mass Communications	Professor
<b>Jay Zirbel</b>	School of Engineering	Associate Professor

On behalf of the Academic Excellence and Scholarly Activities Committee, Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve extending the honorary title of *Professor Emeritus* to the above-named faculty members, effective July 1, 2021. Chair Rhoads seconded and the motion carried.

**Full Board Action – Faculty Emeritus Designations, approved**

On behalf of the Academic Excellence and Scholarly Activities Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve extending the honorary title of *Professor Emeritus* to the above-named faculty members, effective July 1, 2021. Regent Crigler seconded and the motion carried.

**Adjournment**

The Academic Excellence and Scholarly Activities Committee adjourned at 10:12 a.m.

**Audit and Compliance Committee**

Don Tharpe – Chair  
Eric Crigler  
Jerry Rhoads  
Lisa Rudolph

Dr. Tharpe called the Audit and Compliance Committee to order at 10:12 a.m. and reported all other members were present.

**Audited Financial Statement – Federal Funds, accepted**

Ms. Dudley indicated that the report being presented today was prepared by an independent external auditing firm – Dean Dorton Allen Ford, PLLC (Dean Dorton) – and addresses the University’s compliance with federal requirements as stipulated in the U.S. Office of Management and Budget (OMB) Compliance Supplement. The report is distributed as required to the Federal Audit Clearing House and to the State Auditor of Public Accounts.

In December 2020 the Board approved all other audits for the University. At that time, the federal government did not have the audit guidelines ready for the federal Coronavirus Aid, Relief and Economic Security (CARES) stimulus dollars in time to meet the deadline of the December meeting. The expenditures in the report total over \$65 million which represent federal dollars the institution receives and manages. Over \$50 million is for federal financial aid grants and loan programs the University administers for students. The Fiscal Year 2020 audit includes \$4.4 million in federal stimulus dollars in the review and next year that number will be much larger.

On behalf of the Audit and Compliance Committee, Regent Rudolph moved that the Board of Regents, upon the recommendation of the President of the University, accept the following Audited Financial Statement – Federal Funds – for 2019-20:

1. Single Audit Report for the Year Ended June 30, 2020

Regent Crigler seconded and the motion carried.

**Full Board Action – Audited Financial Statement – Federal Funds, accepted**

On behalf of the Audit and Compliance Committee, Regent Tharpe moved that the Board of Regents, upon the recommendation of the President of the University, accept the following Audited Financial Statement – Federal Funds – for 2019-20:

1. Single Audit Report for the Year Ended June 30, 2020

Regent Owens seconded and the motion carried.

(See Attachment #2)

**Adjournment**

The Audit and Compliance Committee adjourned at 10:16 a.m.

## **Adjournment/Reconvene**

The Board adjourned at 10:16 a.m. for a break and reconvened 10:34 a.m.

### **Buildings and Grounds Committee**

Phil Schooley – Chair  
Warren Norman  
Leon Owens  
Don Tharpe

Regent Schooley called the Buildings and Grounds Committee to order at 10:34 a.m. and reported all other members were present with the exception of Regent Norman.

### **Campus Facilities Update, received**

Mr. Youngblood, Director of Facilities Management, reported the following:

- The renovation in Blackburn is now complete and the Veteran and Military Student Success and English as a Second Language offices and other faculty and staff moved back into the facility the week of May 17. A few projects such as signage remain to be completed.
- A Lactation Room has been completed, marking the first one on campus at this time.
- President Jackson gave an update on Lovett Auditorium as part of his President's Report. Scaffolding is currently in the auditorium for ceiling work, HVAC renovations are ongoing and the new air handler is being installed in the basement. One air handling unit is already off the stage while the other is still being used to cool the facility while renovations are underway. As part of the new HVAC system, work is underway to convert the air from coming out of the ceiling to supply air now coming from the floor under the seating. This will not be a forced air system and the new system will provide more of a radiant type heating and cooling. The new air handler and ductwork is now underneath the floor. Fresh air will come in from the bottom and the diffusers in the ceiling that used to supply air will now become return air ducts. The project is currently on schedule for substantial completion by the end of September and at that time work will begin to transition in the new seating. As part of the \$12 million bond projects discussion which will occur later, a proposal will be made to move directly into Phase II renovations for Lovett Auditorium to keep the project moving forward while the facility is closed.
- Purchase orders have been issued for the Wells Hall and Wilson Hall window replacement projects. Delays in shipping the windows have moved the majority of this work into the fall. Work will be phased throughout the day, working in vertical stacks, and classes held in these facilities may have to be relocated for a short period. It is expected that four windows can be removed and replaced in a day. It is hoped the schedule can be accelerated as work progresses but asbestos abatement must be done, especially at Wells Hall. Angela Lampe, Associate Director of Facilities Design and Construction, is serving as Project Manager and will work closely with the departments and contractors as windows begin to arrive on campus.
- The Curris Center boiler replacement project is now complete. This project moved the Curris Center off the central steam system. As part of this process, the University acquired a new dish machine. The old dish machine in the Thoroughbred Room was fed with hot water from the central steam system and the old steam boilers. The old dish machine could not be converted to hot water with the new boilers.
- Roof projects are underway this summer. A roof restoration on the Industry and Technology building will begin next week and is expected to be completed by the end of summer. This work includes repairing the two domes and making waterproofing improvements. The roof on the center section of Pogue Library is also being replaced. The project started last week with completion expected in a couple of weeks. A new roof is also planned for the Nash House this summer.
- The five-year exterior lighting improvement project is underway utilizing \$80,000 per year in SSC capital investment funds. The new lighting will be brighter and more energy efficient (LED).
- Work is underway in the parking area behind Alexander Hall. This lot was resurfaced last year and new lighting will complete work needed in that area.
- Additional ongoing campus improvements include painting older light poles and generator and electrical enclosures. Much of this work is being undertaken now in preparation for the University's centennial celebration next year. Additional projects that are underway include mechanical improvements, boiler and chiller maintenance and pump replacements. A large and noisy fan has been removed from the Bauernfeind College of Business and will be replaced with four much quieter units. Debris has been removed from the pavers on the Industry and Technology patio area, sump pumps in Faculty Hall have been serviced, a boiler for the hot tub and spa area in the Wellness Center was replaced and chiller maintenance has been undertaken in the Central Plant.

## **Projects Totaling \$12 Million Update, received**

Mr. Youngblood reported the following:

- Projects that will be included in the \$12.2 million bond issuance include the Curris Center interior refresh which will include new flooring, painting, lighting and branding of spaces prominently displaying the Murray State logo and colors. Work continues with consultants to develop options for the Curris Center. Last fall, meetings were held with large stakeholder groups to receive input in terms of how that facility needs to be utilized. As this work begins, a focus will be placed on common areas, hallways and stairwells as other spaces within the facility have received improvements over the years.
- Projects will also be undertaken in Wrather Hall, the original building on campus. The auditorium can seat approximately 200 patrons but seating repairs, curtain and carpet replacements and improvements to the stage are badly needed. This project will also include a mechanical upgrade and a new boiler which will move another building off the central steam system.
- Work currently being undertaken in Lovett Auditorium represents Phase I which will end in September when the new seating is installed. Prior to the installation of new seating, the goal is to move into Phase II work to include new windows and exterior doors, additional HVAC work to provide heating and cooling for the balcony space and moving the building completely off the central steam system.
- Additional projects include Carr Hall HVAC work to take it off the central steam system. Waterfield Library was taken off the central steam system several years ago under an emergency project (steam line failure). The pool area in this facility has also been closed for many years and must be addressed.
- The branch of the central steam line that feeds Waterfield Library and Carr Hall also includes Racer Arena and HVAC work to remove this facility from the central steam system is also a goal. There has never been air conditioning in Racer Arena and installation of package units on the roof will not produce heat but will allow for some cooling in this space for approximately 2,000 occupants – the average capacity for events. Confirmation was provided that Racer Arena could hold many more occupants. Once the facility is completed it can be utilized for campus and student events. The facility is also home to Racer Volleyball and is the nicest volleyball arena in the Ohio Valley Conference. It is also utilized for intramural activities.
- It is important to move as many buildings off the central steam system as possible. The central steam system is fed by the Central Plant with two large steam boilers. Steam lines run through campus and feed the academic buildings across the foot bridge. The steam lines run from the Central Plant behind Blackburn and the Industry and Technology buildings. The steam lines have several different spurs but the main line runs south toward Wilson and Wrather halls and heats every building in between. The steam system is almost 60 years old and the lines are deteriorating. Six years ago a study was conducted to determine the cost of replacing and repairing the steam line distribution system and consideration was given to whether moving to stand-alone, individual hot water boilers would be a better option. The efficiencies saved in converting from steam to gas-fired, higher efficiency condensing hot water boilers was significant and the University started to pursue this conversion. The Central Plant will continue to provide central cooling through the large chillers because this is still an efficient delivery method. The steam tunnels are also very tight and if there is a leak or damage occurs during the middle of heating season, it is very dangerous for someone to go down into the tunnels to work on the system because the pipes are over 300 degrees. In order to be able to work on the steam system, it has to be shut down for three days so the lines can cool off enough for someone to work on them, leaving buildings without heat. The steam system also represents a great deal of maintenance and update work which must be conducted and the associated cost is significant. The new boiler systems are much more efficient and easier to maintain.
- The Waterfield Library HVAC – Phase II project would complete the air handling work that is needed in that facility.
- Work to install and enhance building automation systems in multiple buildings on campus is being undertaken. This represents the controls that allow the Central Plant to know what is going on in the different buildings across campus in terms of temperature, humidity, heat comfort levels and air quality, etc. Electrical switch replacement work in multiple buildings on campus is also being undertaken which will allow better access and control of the electrical grid system on campus.
- Renovations were undertaken in the basement of Pogue Library and the Faculty Development Center did move into that space formerly occupied by the General Counsel office. The greater renovation to expand this area has not been completed but remains among the projects on the listing provided.

Ms. Dudley reported that the 2021-22 Budget of the Commonwealth authorized the University to issue \$12.2 million in bonds to be used to create an Historic Building Preservation Pool. An overview of the capital projects plans to be followed for the use of these bond proceeds was provided to the Board but with the volatility of the workforce contractors can get and the changing cost of materials, it is difficult for the University to even be able to get contractors to commit to a solid bid. The first three projects on the schedule are priority items and the remaining projects may not necessarily be undertaken in the order provided. This flexibility in projects is necessary due to the volatility in the cost of building services and materials. A small

number of contingency projects are included in the event lower costs projects can be done with remaining bond proceeds. During the Finance Committee, the Board will be asked to approve the continuation of contracts with architectural and engineering firms to undertake design work for the bid documents. Once that is approved, all are ready to move the contracts forward, particularly for Lovett Auditorium. There is a reimbursement clause in the Bond Resolution that, as the University spends money for these projects to get them started early, it can reimburse itself from bond proceeds once bonds are sold. A sale of the bonds is anticipated in September or October but the projects are getting ready to start now, particularly from a design perspective. Work in the Curris Center is anticipated to take 12 to 18 months; work in Wrather Hall, roughly six to eight months and Lovett Auditorium – if the University can secure the design now and can pick up with Phase II right at the end of Phase I – completion of the remaining work can be expected in four months or so. Timeframes will depend significantly on workforce and material availability. Over 16 weeks will be required for the window replacement projects on Wells and Wilson halls. Confirmation was provided that an attempt has been made to include inflationary and contingency estimate provisions.

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

**Curris Center, Wrather Auditorium, Lovett Auditorium – Phase II, John W. Carr Hall Boiler Project and Racer Arena HVAC Replacement Program Statements, approved**

On behalf of the Buildings and Grounds Committee, Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the Program Statements as presented for the Curris Center, Wrather Auditorium, Lovett Auditorium – Phase II, *John W. Carr Hall* Boiler Project and Racer Arena HVAC Replacement. Regent Tharpe seconded and the motion carried.

**Full Board Action – Curris Center, Wrather Auditorium, Lovett Auditorium – Phase II, John W. Carr Hall Boiler Project and Racer Arena HVAC Replacement Program Statements, approved**

On behalf of the Buildings and Grounds Committee, Regent Schooley moved that the Board of Regents, upon the recommendation of the President of the University, approve the Program Statements as presented for the Curris Center, Wrather Auditorium, Lovett Auditorium – Phase II, *John W. Carr Hall* Boiler Project and Racer Arena HVAC Replacement. Regent Shemberger seconded and the roll was called with the following voting: Mr. Crigler, yes; Dr. Fitch, yes; Ms. Green, yes; Mr. Owens, yes; Mrs. Rudolph, yes; Mr. Schooley, yes; Dr. Shemberger, yes; Dr. Tharpe, yes and Mr. Rhoads, yes. The motion carried.

(See Attachments #3 – #7)

**Six-Year Capital Plan, approved**

Ms. Dudley reported that the draft 2022-28 Six-Year Capital Plan is being submitted to the Board for approval. Confirmation was provided that any edits after approval by the Board today would be for emergency or last-minute projects. The Six-Year Capital Plan is required by the state on a biennial basis and is separated by source of requested funding: General Fund, Non-general Fund and Agency Bond Fund. Items in the 2022-28 section of the Six-Year Capital Plan will constitute the University's Biennial Capital Budget Request for 2022-24. This represents a plan of capital projects estimated to cost over \$1 million that the General Assembly must approve in order to authorize the University to undertake these projects once funding sources have been identified.

Mr. Youngblood outlined projects on the 2022-24, 2024-26 and 2026-28 schedules by source of requested funding. The top priority General Funds capital project is Capital Renewal and Building Modernization (\$36 million). This represents an expansion of the project that will be undertaken under the \$12.2 million bond issuance. The top priority Non-General Fund capital project is Residential Housing project (\$69 million) which is the public-private partnership. Agency Bond priorities were presented broken down by biennium. Dr. Jackson reported that funding for these projects will remain a key focus during the Legislative Session.

On behalf of the Buildings and Grounds Committee, Regent Tharpe moved that the Board of Regents, upon the recommendation of the President of the University, approve the 2022-28 Six-



Year Capital Plan and the Capital Budget Requests for the 2022-24 State Biennial Budget. Regent Owens seconded and the motion carried.

**Full Board Action – Six-Year Capital Plan, approved**

On behalf of the Buildings and Grounds Committee, Regent Schooley moved that the Board of Regents, upon the recommendation of the President of the University, approve the 2022-28 Six-Year Capital Plan and the Capital Budget Requests for the 2022-24 State Biennial Budget.

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

(See Attachment #8)

**Adjournment**

The Buildings and Grounds Committee adjourned at 11:21 a.m.

**Finance Committee**

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

Regent Owens called the Finance Committee meeting to order at 11:21 a.m. and reported all other members were present.

**2021-22 University Budget with Executive Summary (with attachments) and Salary Roster, approved**

Dr. Jackson expressed appreciation to the entire budget team relative to the 2021-22 University Budget and Budget Executive Summary being presented for Board approval. Last year, expense and efficiency mitigation strategies were put in place and those will continue into the next budget cycle. These include a hiring freeze on all positions unless approved by the appropriate Vice President and President, elimination of overtime with few exceptions, not using temporary employees with few exceptions approved by the appropriate Vice President and President, limited travel, approval of all expenditures over \$2,500 and budget transfers approved by the applicable Vice President and President and reviewing with departments all contracts submitted through Procurement Services. Several other areas of the University are being reviewed for budgetary efficiencies. Primary assumptions in the budget include no general state appropriations change, a \$3.3 million increase in state appropriations designated for KERS fixed costs, .9 percent increase in undergraduate and graduate tuition and mandatory fee rates, budgeting net tuition and mandatory fee revenues at the Fiscal Year 2021 (FY21) actual levels, average 2.15 percent COLA adjustment, no reduction in employee benefit offerings, issuance of E&G bonds of \$12.2 million from the existing Asset Preservation Fee, no residence halls rate increases and a Dining Services rate increase of 3.35 percent as per the contract with Sodexo.

Ms. Dudley expressed appreciation to Ms. Dale and Courtney Hixon, Interim Director of Human Resources, and their teams for assistance in preparing the 2021-22 University Budget. The following Fiscal Year 2022 (FY22) University Budget components were highlighted:

- The total operating budget represents an increase of \$3.4 million or 2.4 percent from prior year. The majority of this increase is the \$3.3 million increase in state appropriations designated for KERS cost increases.
- A \$2 million budget contingency remains to help with enrollment and pension challenges.
- The E&G General Fund budget was developed with a plan to remain flat except for changes related to net tuition and fees, COLA increases for employees and pension adjustments. Due to past and future impacts of COVID-19, the FY22 budget is balanced with \$1 million in one-time federal CARES stimulus funding, compared to \$719,000 of one-time funding used to balance the prior year budget. The difference is the increase in one-time federal CARES stimulus funding used for the FY22 budget.

Due to these federal dollars, no University reserves will be needed to balance for FY21 and none are expected to be needed for FY22.

- The FY22 University Budget contains actions taken to manage budget and those were outlined by President Jackson at the beginning of this presentation.
- There were not a lot of priority funding requests because it was known there would be no extra monies this year. Any priority needs had to be funded by individual areas and units.
- The state appropriation increased by almost \$3.3 million for a KERS supplement as stipulated in House Bill 8 (HB8) passed by the General Assembly during the 2021 Legislative Session. HB8 is beneficial to the institution in that it provides stability in budgeting even though it is known there will be cost increases. The challenge with HB8 is that there are a number of employees on the list provided by the system to Murray State who never worked for the institution. An appeal with KERS will need to be filed prior to June 30 for any employees never employed on the University's payroll but included on the list provided by KERS. To date, the University has not received confirmation from the Kentucky Retirement Systems regarding implementation of HB8. It is anticipated the University could have an added \$700,000 to \$900,000 increase in KERS costs for FY22 due to the fixed component of HB8.
- Performance funding was covered in detail earlier but there is a floor each institution will retain as their base appropriation. This floor will not be reduced to fund the performance funding pool for distribution to other institutions. Since 2008, the University's base state appropriation has decreased by 22 percent. Information was provided on Murray State's historical contribution to the performance funding pool. In FY20 the University's contribution was 1 percent (\$433,100) and for FY21 was 2 percent (\$827,600). No contribution is expected to be necessary for FY22.
- Facts relative to enrollment over the past year that have been used for FY22 were presented. All first-time and overall enrollments trended up due to the University's retention rate of 81 percent – the highest of all public comprehensive universities in the state.
- The net tuition and fees budget for next year will increase by \$821,000. Budgeting net tuition and fees in the same amount as FY21 provides an increase of \$113,600. This is due to FY21 summer revenues being higher than projected. Also contributing to the increase in budget for next year is the .9 percent tuition rate increase. Increased enrollments are anticipated from the new Madisonville program.
- The University's discount rate is almost 38 percent, consistent with the previous year.
- Salaries, wages and fringe benefits comprise approximately 76 percent of the Education and General budget. The University is budgeting a COLA increase of 1 percent and a \$500 flat increase for all regular employees. The average adjustment ranges from 1.2 to 3.4 percent with the lowest paid employees receiving the largest percentage adjustment due to the \$500 flat increase component. The average increase per employee is 2.15 percent and this represents the largest adjustment since Fiscal Year 2014.
- Data on total overall changes in salary and full-time equivalent (FTE) by each employee category was provided totaling almost \$1 million (1.5 percent). A summary of FTE changes was also provided by vice presidential area, resulting in an overall 4.6 FTE change for FY22 (0.4 percent) and the units had to identify the funding source for those positions. The student worker budget went down but this is not due to a reduction in positions. There also were no reductions in force for FY22 and the change in FTE represents vacant positions.
- Payroll related fringe benefits for regular employees include employer contributions for retirement, health and wellness programs and required state and federal taxes. These benefits comprise 31.3 percent of the average compensation package for employees. Included in the budget is a small increase in employer contribution to health and wellness programs for FY22. There will be some reserves from current year due to employees not visiting the doctor during the past year and claims being lower. These reserves can be added as an additional employer contribution to help maintain the employee contribution rate at its current level. Continual management of the health plan has allowed the University to continue offering provider and hospital choices to employees with no significant plan design changes expected for 2020.
- KERS is continuing to report exceptionally high levels of unfunded liabilities. With the passage of House Bill 8 during the 2021 Legislative Session, these costs are becoming more predictable as outlined earlier. TRS reports to be doing well and improved performance is expected with the passage of House Bill 258 during the FY22 Legislative Session. This bill created a hybrid plan (50 percent defined benefit/50 percent defined contribution) for all new positions in TRS (professional staff and faculty) and is not expected to dramatically change the cost of employer contributions but will hopefully minimize future increases. The performance of TRS is largely contingent upon continued state contributions at the current level and market performance. Current employees in TRS are in a defined benefit plan at 100 percent and that will not be impacted by this change. This does not impact the University's budget this year but will in future years.
- Deferred maintenance represents a large portion of the budget. The University is budgeting \$3.2 million in FY22 for this purpose, including \$1.4 million from Asset Preservation Fee revenue. The Board will be asked to approve the issuance of Series 2021A bonds for \$12.2 million to be used to address asset preservation needs. These bonds were authorized in the FY22 budget of the Commonwealth and will be repaid utilizing Asset Preservation Fee revenue. The budget also includes \$525,000 for the FY22 estimated payment for these new 2021A bonds.

- In an effort to ensure a balanced budget for FY21, the budgeted transfer of \$800,000 to the Consolidated Educational Renewal and Replacement fund was not planned for FY21. The amount used to balance the FY22 budget is \$600,000, with planned efforts to re-establish this fund to its \$800,000 level by increasing funding by \$200,000 for FY22, with this funding plan continuing for the next four years.
- A schedule of roof repairs and replacements for all E&G buildings was presented. This fund has an adequate balance to complete the scheduled roof projects for FY22 and FY23 and beyond.
- Due to the monitoring of utilities, national fuel costs, efficiency measures and razing of buildings, the utilities budget will not increase for FY22. The budget for liability and property insurance costs has been increased by \$390,000 due to the higher education insurance industry anticipated rate increases.
- An update was provided to the Board on the state funding outlook which is favorable for the fourth quarter in this fiscal year.
- Several attachments to the budget were also presented, including a summary of all changes for FY22, a summary of the budget showing where those changes occurred, total expenditures by program, Kentucky universities gross tuition and mandatory fee rate comparisons and semester gross tuition and mandatory fee rates, effective fall 2021. The 2021-22 Summary Budget and Salary Roster were also included in the materials presented.

Regent Owens expressed appreciation to President Jackson and Vice President Dudley for presenting the Board with a fiscally sound budget for Fiscal Year 2022, even during a time when there is a great deal of uncertainty. The information presented allows the Board to meet its fiduciary responsibilities to the University.

On behalf of the Finance Committee, Regent Crigler moved that the Board of Regents, upon the recommendation of the President of the University, approve the 2021-22 Summary Budget, Executive Summary (with attachments) and the Salary Roster. Regent Rudolph seconded and the motion carried.

**Full Board Action – 2021-22 University Budget with Executive Summary (with attachments) and Salary Roster, approved**

On behalf of the Finance Committee, Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the 2021-22 Budget, Executive Summary (with attachments) and the Salary Roster. Regent Rudolph seconded and the roll was called with the following voting: Mr. Crigler, yes; Dr. Fitch, yes; Ms. Green, yes; Mr. Owens, yes; Mrs. Rudolph, yes; Mr. Schooley, yes, but abstain with regard to the Salary Roster; Dr. Shemberger, yes, but abstain with regard to the Salary Roster; Dr. Tharpe, yes and Mr. Rhoads, yes. The motion carried.

(See Attachments #9 – #11)

**General Receipts Bonds, 2021, Series A (Asset Preservation) Authorization Resolution, adopted**

Ms. Dudley reported that authorization from the Board will enable the University to issue approximately \$12.2 million in General Receipts Bonds, 2021, Series A. The purpose of the bond issuance is to provide a historic buildings preservation pool and the projects to be carried out were outlined earlier.

Mr. Mark Rawlings, Bond Financial Advisor with Baird, was present. The bids will be reviewed by Mr. Rawlings, the Bond Attorney (Dinsmore & Shohl), University administrators and General Counsel and the Commonwealth of Kentucky's Office of Financial Management. President Jackson reported that over the past five years, given the amount the University has paid off in debt, it is well positioned in comparison to peers in this area. The University currently pays \$6 million per year in principal and interest. The Bonds Payable Schedule was provided illustrating the University's overall liability. The Resolution presented is for more than the authorized amount of \$12.2 million. This increase is due to the estimated amount of the cost of issuance. The current bond payment of \$525,000 annually, with the bond issuance being considered, would increase to approximately \$800,000 in future years.

Mr. Rawlings reported that when issuing any type of debt, how it will affect the University's bond rating must be taken into consideration because that dictates the interest rate. Care is taken to ensure any bond issuance will not place the University in an unfavorable position with regard to metrics the rating agencies consider. As part of their score, rating agencies consider two criteria

with regard to the amount of outstanding debt. Both criteria put Murray State's limit between \$140 and \$200 million in debt that could be issued before placing a dramatic downward pressure on the institution's bond rating. The current interest rate environment is extremely low and the numbers provided to the University are very conservative. The estimates include a 2.5 percent interest rate but when the bonds go to market an interest rate closer to 2 percent is anticipated. Confirmation was provided that one-time Bond Counsel fees are paid at closing and are included in the interest rate projected. The Resolution provided also includes language which allows the University to reimburse itself for costs incurred – due to starting projects – before bonds are sold.

On behalf of the Finance Committee, Regent Crigler 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 \$12,320,000 in General Receipts Bonds, 2021, Series A. Regent Schooley seconded and the motion carried.

**Full Board Action – General Receipts Bonds, 2021, Series A (Asset Preservation) Authorization Resolution, adopted**

On behalf of the Finance Committee, Regent Owens 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 \$12,320,000 in General Receipts Bonds, 2021, Series A. Regent Schooley seconded and the roll was called with the following voting: Mr. Crigler, yes; Dr. Fitch, yes; Ms. Green, yes; Mr. Owens, yes; Mrs. Rudolph, yes; Mr. Schooley, yes; Dr. Shemberger, yes; Dr. Tharpe, yes and Mr. Rhoads, yes. The motion carried.

(See Attachment #12)

**2021-22 Course Fee Eliminations, approved**

Ms. Dudley reported that when Murray State began offering its online pilot programs with Academic Partnerships (AP), it was agreed the University would charge online tuition only. Throughout the year, courses for programs in the pilot project (and their associated fees) were identified. As part of the pricing strategy, all course and online fees associated with courses within the five pilot programs need to be eliminated. Students enrolled in these programs, taken through Murray State in a face-to-face format or online through its partnership with AP, will pay tuition and mandatory fees only.

On behalf of the Finance Committee, Regent Rudolph moved that the Board of Regents, upon the recommendation of the President of the University, approve changes in the schedule of course and online fees as presented, effective Fall 2021. Regent Crigler seconded and the motion carried.

**Full Board Action – 2021-22 Course Fee Eliminations, approved**

On behalf of the Finance Committee, Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve changes in the attached schedule of course and online fees, effective Fall 2021. Regent Crigler seconded and the motion carried.

(See Attachment #13)

**Establishment of the Doris J. Seney Quasi-Endowment – Department of Biological Sciences, approved**

Tina Bernot, Executive Director of Development, reported that although 2020 has been a difficult year, it has also been a tremendously generous year from a donor standpoint. The University is nearing \$5 million in total fundraising for the year, with an additional \$1 million in pending gifts. Doris Jean Wood Seney attended Murray State University as a non-traditional student and graduated in 1969 with a Bachelor of Science in Biology. After graduation, Ms. Seney moved to Alaska where she met her husband and worked as a Nursing Assistant before relocating to California to begin working for Stanford University. Ms. Seney combined her love of biology and research to establish a long, successful career in analytics and she generously supported biology students at Murray State University throughout the years by continuing to make regular gifts. She was a member of the Carr Society (20 consecutive years or more of giving), the Heritage Society and was also a lifetime member of the Murray State University Alumni Association.

Through her estate, Doris Seney left a legacy gift of approximately \$730,000 to Murray State. University leadership and the Department of Biological Sciences in the Jesse D. Jones College of Science, Engineering and Technology, would like to utilize this gift to establish a quasi-endowment. The spendable investment earnings from the *Doris J. Seney Quasi-Endowment in Biological Sciences* will be used to support undergraduate scholarships and graduate assistantships in accordance to the proposed guidelines provided. The department requests that \$30,000 of this gift be excluded from the quasi-endowment and be designated for current awards. The sum of approximately \$700,000 and the final distribution will be invested as the principal of the quasi-endowment. The entirety of this gift will be considered to be a University asset but will be held by the Murray State University Foundation for investment and administration purposes, in accordance with the *MSU Board of Regents Policy 2.9 – Investment Policies and Agreement – Section IIG*.

On behalf of the Finance Committee, Regent Rhoads moved that the Board of Regents, upon the recommendation of the President of the University, approve the establishment of the *Doris J. Seney Quasi-Endowment in Biological Sciences* to be administered in accordance with the guidelines provided. Regent Crigler seconded and the motion carried.

**Full Board Action – Establishment of the *Doris J. Seney Quasi-Endowment* – Department of Biological Sciences, approved**

On behalf of the Finance Committee, Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the establishment of the *Doris J. Seney Quasi-Endowment in Biological Sciences* to be administered in accordance with the attached guidelines. Regent Shemberger seconded and the motion carried.

(See Attachment #14)

The Board congratulated Dr. Bernot for completing her doctorate degree. All were proud to see her walk across the stage in May.

**Projects, approved and funding designated**

Ms. Dudley reported that 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.

The following schedules listing projects initiated since the last Board report were included in the eBoard book:

1. Projects with estimated costs of \$200,000 or less (over \$1.2 million total)
2. Projects with estimated costs of over \$200,000, which were reviewed by the Board Chair and President (approximately \$1.8 million total)

Designation of project funding is obtained from the Board to allow the institution to report the funds as "board designated" in the quarterly financial reports and annual audit. This is not an exhaustive listing of projects under \$200,000 but those that have been started but not completed as of the report preparation date in order to designate funding. Projects over \$200,000 that the Board will be asked to approve include the Wells Hall and Wilson Hall window replacements. One year ago, the Board approved the use of Asset Preservation dollars to complete these projects. Due to the current cost of materials, the project cost has increased by an extreme amount and additional funding must be identified to pay the difference.

On behalf of the Finance Committee, Regent Crigler 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 listing provided. Regent Rudolph seconded and the motion carried.

**Full Board Action – Projects, approved and funding designated**

On behalf of the Finance Committee, Regent 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 attached listing. Regent Crigler seconded and the roll was called with the following voting: Mr. Crigler, yes; Dr. Fitch, yes; Ms. Green, yes; Mr. Owens, yes; Mrs. Rudolph, yes; Mr. Schooley, yes; Dr. Shemberger, yes; Dr. Tharpe, yes and Mr. Rhoads, yes. The motion carried.

(See Attachment #15)

### **Personal Services Contracts, approved**

Ms. Dudley reported that Item #11 of the Delegation of Authority stipulates that the Board: “...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. Upon review, individual Board members may request that these be held for approval at the next Board meeting.”

The contracts on the listing provided require approval by the Board of Regents. Four contracts are for architectural and engineering (A&E) services for Curriss Center renovations, Lovett Auditorium – Phase II, Wrath Hall and Carr Health and Racer Arena HVAC as part of the University’s \$12 million bond issuance. In 2019 the Board approved expending \$250,000 to scope a laundry list of projects. At that time, this was done to prepare for the next biennium. The services were bid – with an understanding in the bid document that these A&E firms would be used by the University for projects they scoped. Action today will extend the contracts for the firms listed to undertake design work, prepare bid documents and oversee the project. There is also a Personal Services Contract for legal services to assist with a class action lawsuit related to spring 2020 campus shutdowns due to the pandemic.

On behalf of the Finance Committee, Regent Schooley moved that the Board of Regents, upon the recommendation of the President of the University, approve the Personal Services Contracts as listed in the document provided per requirements of the Delegation of Authority Item #11. Regent Crigler seconded and the motion carried.

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

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

(See Attachment #16)

### **Adjournment**

The Finance Committee adjourned at 12:20 p.m.

The Board also adjourned for lunch.

### **Reconvene**

Chair Rhoads reconvened the Quarterly and Committee Meeting of the Board of Regents at 1:09 p.m.

## **Athletics Committee**

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

Regent Crigler called the Athletics Committee to order at 1:10 p.m. and reported all other members were present.

### **Athletics Update, received**

Director of Athletics Kevin Saal reported the following:

- Approximately 330 student-athletes finished the 2021 Spring Semester with a 3.18 Grade Point Average (GPA) department-wide and the associated student make-up was provided. There were 53 student-athletes who made the Dean's List with a 4.0 GPA and 123 student-athletes with at least a 3.5 GPA. Among all student-athletes, 212 achieved a minimum GPA of 3.0. This marks the 34<sup>th</sup> consecutive semester with a department-wide GPA of 3.0 or better, with the three highest semesters being spring 2020, fall 2020 and spring 2021. Student-athletes have maintained a 3.08 simple GPA over the last 17 years. The simple average represents aspirational goals and turning these into minimum standards. Appreciation was expressed to the Faculty Athletics Representative Dr. David Gesler, Provost Todd, Senior Associate Athletic Director – Athletics Student Services Matt Kelly and academic staff for the incredible job they do. There were 30 student-athletes who graduated in December 2020 and 21 in May 2021.
- Volleyball had two 4.0 GPA student-athletes, six on the Dean's List (3.5 GPA or higher) and Becca Fernandez was Murray State's nominee for National Collegiate Athletic Association (NCAA) Woman of the Year.
- The Football program had three 4.0 GPA student-athletes and 16 on the Dean's List. This semester's 2.901 overall GPA was the third highest in 17 years and exceeds the 17-year average of 2.62. Three of the top five GPAs in the span of 34 semesters have been under the watch of Coach Dean Hood. Two former student-athletes also came back and finished their degrees under the NCAA Degree Completion Program – Elbert Ojendis and Mathias Vavao.
- The Soccer program had three 4.0 GPA student-athletes and 13 on the Dean's List under the direction of Coach Matt Lodge. This spring, these student-athletes had the fourth highest GPA in the department. Symone Cooper was named as the Outstanding Senior in Public and Community Health.
- Women's Basketball had three 4.0 GPA student-athletes and eight on the Dean's List with 84 percent of all grades at a B or better. The 3.36 GPA is the fourth best in the last 34 semesters.
- Men's Basketball had one 4.0 student-athlete and three on the Dean's List. The overall GPA was in the top third of the last 34 semesters. Former player Donte Poole finished his degree under the NCAA Degree Completion Program.
- The Rifle program had one 4.0 GPA student-athlete and three on the Dean's List. The team also achieved above the 34-semester average.
- Women's Golf had five 4.0 GPA student-athletes and three on the Dean's List. Ten of 11 students had a GPA above 3.0 and 90.6 percent of all team grades were B or better.
- Men's Golf had four 4.0 GPA student-athletes and seven on the Dean's List. Coach Eddie Hunt has announced his retirement and the search is underway for his replacement.
- Tennis had three 4.0 GPA student-athletes and three on the Dean's List. The team had the highest GPA among all Murray State athletic teams this semester.
- The Baseball program had ten 4.0 GPA student-athletes, 14 on the Dean's List and 84 percent of all team grades were B or better. The GPA of 3.31 was the third highest team GPA in the last 34 semesters. Former student-athlete Jeremy Quire finished his degree under the NCAA Degree Completion Program.
- Softball had nine 4.0 GPA student-athletes and 14 on the Dean's List. The team GPA was the second highest in the department and sixth highest in Softball program history.
- Men's Cross Country/Track and Field had five 4.0 GPA student-athletes and 14 on the Dean's List.
- Men's Cross Country had four 4.0 GPA student-athletes with four on the Dean's List.
- This marked the first year of an academic challenge initiative – Racer Road Challenge – with three divisions. Teams with similar academic performance and roster sizes were placed into one of three divisions. Women's Tennis won the Horseshoe Division, Softball won the Racer Division and Women's Basketball won the Shield Division. The Overall Champion was Women's Tennis. This initiative will help the teams push past the 3.0 GPA and continue to improve academically.
- Sportsmanship and community service this past year were difficult given the environment and many events were held virtually, such as the Special Olympics Polar Plunge which raised \$11,000 and the

Need Line canned food drive. The Women's Basketball Team won the 2020-21 Ohio Valley Conference (OVC) Sportsmanship Award.

- Competitively, the teams finished fourth in the OVC Commissioner's Cup Standings and were only two points out of second place, 7.6 points out of first place. Many programs performed exceedingly well while more work is required for others. It is also worth noting that the OVC did not host the Indoor Track and Field Championship and Murray State does not sponsor four OVC sports. Over the last ten years, the winner of the OVC Commissioner's Cup averages a winning score of 117.5 (9.79 points per sport). Only three times in the last ten years has a winner eclipsed 120 points and Murray State achieved this in 2018-19 with 128 points. In order to achieve the goal score of 120, an average of ten points must be earned for each of the twelve countable sports. The Athletic Department strives for top three in all program aspects.
- A fundraising comparison for FY21 versus FY20 was provided. Appreciation was expressed to President Jackson, Dr. Bernot and Taylor Mudd, Director of Development for Athletics, for their work in this regard. Philanthropic giving was up 1 percent over the previous year, even in the pandemic environment, and there is still one month left in the giving year.
- The Dennis Jackson Racer Room was dedicated on March 21, 2021, prior to the Tennessee State Football game. Appreciation was expressed to Regent Owens and others for their support of Dennis Jackson and this event held in his honor.
- The 2020 Hall of Fame Class will be honored on June 19, 2021, and the 2021 Hall of Fame Class will be honored on November 13, 2021.
- Special appreciation was expressed to Eric Frederick, Assistant Athletic Director – Sports Medicine – who administered COVID protocols, oversaw over 6,000 tests and worked with the OVC medical group; Fulton Hart, Head Athletic Trainer – who did double-duty as Football and Track Athletic Trainer (160 student-athletes) and Brock Rydecki – Assistant Athletic Director – Operations – who administered cleaning, event and game management, COVID protocols and served as lead operations contact for the Regional Vaccination Center in the CFSB Center.
- A video of the last leg of the OVC Women's Outdoor Track and Field Championships was shown highlighting the team's performance in the 4x400 relay. Student-athletes Jakayla McSwain, Lamiah Campbell, Dmyia Thornton and Lucia Hererro-Yanez are to be commended for their performance.
- The pandemic reduced allowable capacities for sporting events in all venues. There are approximately 3,500 season ticket holders for basketball in the CFSB Center but only 800 could be accommodated due to COVID protocols. This represented a tremendously difficult process but a system was developed to honor season ticket holders and their associated donations. Ticket sales and donations were down significantly for basketball and football, meaning revenue was also down. All look forward to the next year and efforts are focused on selling season ticket packages and there is potential in this regard. Efforts will also focus on increasing student participation in sporting events. Initiatives are also focused on helping the athletic teams continue to improve their standing within the Ohio Valley Conference.

President Jackson thanked Mr. Saal and his staff for taking care of student-athletes. This past year has been challenging and the Coaches have taken great care with their players, focusing first on the importance of academics, while keeping an eye on championships.

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

### **Personnel Changes**

Regent Crigler reported that per the Delegation of Authority, the President can authorize Contracts of Employment one year or less in duration without Board approval. Multi-year contracts require Board of Regents approval.

### **Contract of Employment – Second Amendment – Director of Athletics – Kevin Saal, approved**

On behalf of the Athletics Committee, Regent Rhoads moved that the Board of Regents, upon the recommendation of the President of the University, approve the Contract of Employment – Second Amendment for Mr. Kevin Saal, Director of Athletics, as presented, effective July 1, 2021, through June 30, 2025. Regent Rudolph seconded and the motion carried.

### **Full Board Action – Contract of Employment – Second Amendment – Director of Athletics – Kevin Saal, approved**

On behalf of the Athletics Committee, Mr. Crigler moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached Contract of Employment – Second Amendment for Director of Athletics Kevin Saal. Regent Owens



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

(See Attachment #17)

**Athletic Employment Contracts, approved**

Regent Crigler reported that the employment agreements with the Coaches listed below expire on June 30, 2021. The University desires to continue to employ these Coaches for the period of July 1, 2021, to June 30, 2022. Salaries remain unchanged from the prior year. These one-year contracts do not require Board approval and have been submitted for informational purposes only.

**Baseball**

Tanner Gordon (Assistant Coach) \$35,475

**Softball**

Ashley Gilland (Assistant Coach) \$37,000

**Strength and Conditioning**

Kelly Cosgrove (Assistant Coach) \$31,801

Brian Puckett (Assistant Coach) \$34,255

**Tennis**

Jorge Caetano (Head Coach) \$36,000

**Track and Field/Cross-Country**

Kelsey Riggins (Assistant Coach) \$31,925

Jordan Wallace (Assistant Coach) \$35,468

**Requiring action**, employment agreements with the Coaches listed below expire on June 30, 2021. The University desires to continue to employ these Coaches for the period of July 1, 2021, to June 30, 2023. Salaries remain unchanged from the prior year.

**Baseball**

Dan Skirka (Head Coach) \$65,775

**Softball**

Kara Amundson (Head Coach) \$52,833

**Requiring action**, employment agreements with the Coaches listed below expire on June 30, 2021. The University desires to continue to employ these Coaches for the period of July 1, 2021, to June 30, 2024. Salaries remain unchanged from the prior year, unless otherwise noted.

**Salary increases are funded privately and Coaches do not receive any additional cost-of-living increases approved for other faculty and staff.**

**Rifle**

Allan Lollar (Head Coach) \$63,715 (currently \$61,215)

**Track and Field/Cross-Country**

Adam Kiesler (Head Coach) \$53,030 (currently \$50,530)

**Women's Golf**

Velvet Milkman (Head Coach) \$58,864

**Requiring action**, employment agreements with the Coaches listed below expire on December 31, 2021. The University desires to continue to employ these Coaches for the period of July 1, 2021, to December 31, 2022. Salaries remain unchanged from the prior year, unless otherwise noted. **Salary increases are funded privately and Coaches do not receive any additional cost-of-living increases approved for other faculty and staff.**

**Football**

Yon Boone (Assistant Coach)	\$65,000	(currently \$60,000)
Chris Cunningham (Assistant Coach)	\$60,000	(currently \$55,000)
Darius Hart (Assistant Coach)	\$65,000	(currently \$60,000)
Michael Hodges (Assistant Coach)	\$76,000	(currently \$70,000)
Evan McKissack (Assistant Coach)	\$50,000	(currently \$40,000)
Johnson Richardson (Assistant Coach)	\$65,000	(currently \$60,000)
Dillon Sanders (Assistant Coach)	\$76,000	(currently \$70,000)
Kevin Sherman (Assistant Coach)	\$55,000	

**Requiring action**, the employment agreement with the Coach listed below expires on December 31, 2023. The University desires to continue to extend the contract for this Coach through December 31, 2024. Salary remains unchanged from the prior year, unless otherwise noted. **Salary increases are funded privately and Coaches do not receive any additional cost-of-living increases approved for other faculty and staff.**

**Football**

Dean Hood (Head Coach)	\$210,000	(currently \$190,000)
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On behalf of the Athletics Committee, Regent Rudolph moved that the Board of Regents, upon the recommendation of the President of the University and the Director of Athletics, approve the successor agreements to employ the Coaches on the listing as presented. Regent Rhoads seconded and the motion carried.

**Full Board Action – Athletic Employment Contracts, approved**

On behalf of the Athletics Committee, Regent Crigler moved that the Board of Regents, upon the recommendation of the President of the University and the Director of Athletics, approve the successor agreements to employ the Coaches as outlined below:

Employment agreements with the Coaches listed below expire on June 30, 2021. The University desires to continue to employ these Coaches for the period of July 1, 2021, to June 30, 2023. Salaries remain unchanged from the prior year.

**Baseball**

Dan Skirka (Head Coach)	\$65,775	
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**Softball**

Kara Amundson (Head Coach)	\$52,833	
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Employment agreements with the Coaches listed below expire on June 30, 2021. The University desires to continue to employ these Coaches for the period of July 1, 2021, to June 30, 2024. Salaries remain unchanged from the prior year, unless otherwise noted.

**Rifle**

Allan Lollar (Head Coach)	\$63,715	(currently \$61,215)
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**Track and Field/Cross-Country**

Adam Kiesler (Head Coach)	\$53,030	(currently \$50,530)
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**Women's Golf**

Velvet Milkman (Head Coach)	\$58,864	
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Employment agreements with the Coaches listed below expire on December 31, 2021. The University desires to continue to employ these Coaches for the period of July 1, 2021, to December 31, 2022.

**Football**

Yon Boone (Assistant Coach)	\$65,000	(currently \$60,000)
Chris Cunningham (Assistant Coach)	\$60,000	(currently \$55,000)

Darius Hart (Assistant Coach)	\$65,000	(currently \$60,000)
Michael Hodges (Assistant Coach)	\$76,000	(currently \$70,000)
Evan McKissack (Assistant Coach)	\$50,000	(currently \$40,000)
Johnson Richardson (Assistant Coach)	\$65,000	(currently \$60,000)
Dillon Sanders (Assistant Coach)	\$76,000	(currently \$70,000)
Kevin Sherman (Assistant Coach)	\$55,000	

The employment agreement with the Coach listed below expires on December 31, 2023. The University desires to continue to extend the contract for this Coach through December 31, 2024. Salary remains unchanged from the prior year, unless otherwise noted.

**Football**

Dean Hood (Head Coach)	\$210,000	(currently \$190,000)
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Regent Shemberger seconded and the roll was called with the following voting: Mr. Crigler, yes; Dr. Fitch, yes; Ms. Green, yes; Mr. Owens, yes; Mrs. Rudolph, yes; Mr. Schooley, yes; Dr. Shemberger, yes; Dr. Tharpe, yes and Mr. Rhoads, yes. The motion carried.

**Athletic Resolutions of Appreciation, accepted**

Regent Crigler read aloud the following Resolutions of Appreciation:

***MURRAY STATE UNIVERSITY  
BOARD OF REGENTS***

***RESOLUTION OF ACKNOWLEDGMENT AND APPRECIATION***

***MURRAY STATE UNIVERSITY HEAD FOOTBALL COACH***

***DEAN HOOD***

**WHEREAS**, Coach Dean Hood has faithfully served since being appointed as the Head Football Coach at Murray State University on December 14, 2019, through the present; and

**WHEREAS**, Coach Dean Hood has been a steadfast advocate for higher education, guiding the Football Team to three of the highest five semester grade point averages in the last 17 years, having 37 players on the Dean’s List during the 2020-21 academic year, including a winner of a prestigious National Collegiate Athletic Association post-graduate scholarship on the team; and

**WHEREAS**, Coach Dean Hood guided Murray State to one of the best turnarounds in the nation, starting 5-0 for the first time since 1995. The team achieved its first winning record since 2011, the best Ohio Valley Conference (OVC) football record since 2005, ranked in the polls for six weeks and as high as #10 and finished the season ranked in the top twenty for the first time since 2011; and

**WHEREAS**, he has been honored by his peers by winning the 2020 Roy Kidd OVC Coach of the Year Award, becoming only the second Coach to win the award at two different institutions and only the fourth Head Coach in Murray State University football history to win the award; and

**WHEREAS**, Coach Dean Hood was named by the American Football Coaches Association Region 3 Coach of the Year and as a finalist for the 2020 Eddie Robinson National Coach of the Year Award for his work; and

**WHEREAS**, players under his tutelage have received numerous athletic accolades, including 13 student-athletes on the two All-OVC teams, in addition to two players on the All-Newcomer team; and

**NOW, THEREFORE, ON THIS 4<sup>th</sup> DAY OF JUNE, TWO THOUSAND AND TWENTY-ONE, BE IT RESOLVED** that the members of the Murray State University Board of Regents unanimously express their appreciation for the achievements and service of Coach Dean Hood.

**AND BE IT FURTHER RESOLVED** by the Murray State University Board of Regents that this recognition of the contributions and dedication of Coach Dean Hood be preserved in the minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 4<sup>th</sup> day of June 2021.

Coach Hood received a round of applause.

**MURRAY STATE UNIVERSITY  
BOARD OF REGENTS**

**RESOLUTION OF ACKNOWLEDGMENT AND APPRECIATION**

**MURRAY STATE UNIVERSITY HEAD SOCCER COACH**

**MATT LODGE**

**WHEREAS**, Coach Matt Lodge has faithfully served as Head Soccer Coach at Murray State University since 2018 through the present; and

**WHEREAS**, Coach Matt Lodge and the Soccer Team have displayed an unwavering commitment to higher education, guiding the Soccer Team to an average 3.49 grade point average (GPA) since 2018 and the highest team semester GPA (Spring 2021 – 3.65) in the last 17 years. Coach Matt Lodge has also led the Soccer Team to three of the top five semester team GPAs in the last 17 years, placing 35 student-athletes on the Dean’s List (above a 3.5 GPA) with 11 perfect 4.0 GPAs in the 2020-21 academic year; and

**WHEREAS**, Coach Matt Lodge guided Murray State University to a regular-season Ohio Valley Conference (OVC) Championship during a 9-1 Spring of 2021 campaign, finishing three wins ahead of second place and continuing the program’s regular-season OVC home match winning streak of 10-0, inclusive of the 2019 and 2020 seasons; and

**WHEREAS**, seven Women’s Soccer student-athletes were recognized with All-OVC honors, tied for the most in program history (2008 and 2017). Two student-athletes (Chloe Barnhouse and Izzy Heckman) were named on the All-OVC First Team, two student-athletes (Lauren Payne and Saraya Young) were named on the All-OVC Second Team and three student-athletes (Chloe Barnhouse, Audrey Henry and Jenna Villacres) secured spots on the OVC’s All-Newcomer Team. Additionally, the program saw Izzy Heckman honored as OVC Defender of the Year, just the second in program history; and

**WHEREAS**, he has been honored by his peers by winning the 2020 OVC Coach of the Year Award, one of three Coaches in Murray State Soccer history to win the award. In just three seasons, Coach Lodge and Murray State Soccer have amassed a 33-15-1 (.684 winning percentage); and

**NOW, THEREFORE, ON THIS 4<sup>th</sup> DAY OF JUNE, TWO THOUSAND AND TWENTY-ONE, BE IT RESOLVED** that the members of the Murray State University Board of Regents unanimously express their appreciation for the achievements and service of Coach Matt Lodge.

**AND BE IT FURTHER RESOLVED** by the Murray State University Board of Regents that this recognition of the contributions and dedication of Coach Matt Lodge be preserved in the minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 4<sup>th</sup> day of June 2021.

Coach Lodge received a round of applause.

On behalf of the Athletics Committee, Regent Rhoads moved that the Board of Regents, upon the recommendation of the President of the University and the Director of Athletics, accept the Resolutions of Acknowledgement and Appreciation for Murray State University Head Football Coach Dean Hood and Head Soccer Coach Matt Lodge as submitted. Regent Rudolph seconded and the motion carried.

**Full Board Action – Athletic Resolutions of Appreciation for Coach Dean Hood and Coach Matt Lodge, accepted**

On behalf of the Athletics Committee, Regent Crigler moved that the Board of Regents, upon the recommendation of the President of the University and the Director of Athletics, accept the Resolutions of Acknowledgement and Appreciation for Murray State University Head Football Coach Dean Hood and Head Soccer Coach Matt Lodge. Regent Shemberger seconded and the motion carried.

A framed Resolution was presented to Coach Hood and Coach Lodge and both were congratulated for their accomplishments. The University is fortunate to have Coaches of this caliber.

Coach Lodge expressed appreciation to the Board, President Jackson and Athletic Director Saal for their leadership in allowing the teams to continue as close to normal of a season as possible. They provided the guidelines and protocols that needed to be put in place to ensure the safety of student-athletes. Coach Hood also expressed appreciation to the University leadership and indicated it is an honor to be at Murray State during this exciting time. This has truly been a

blessed year in terms of the resiliency of the student-athletes during a difficult time. Appreciation was also expressed to the assistant coaching staff. All help the players understand it is not about one play or one event but that they must stand for something much bigger and have a goal and a purpose. They must become good husbands, neighbors and community members and must use the resources they have acquired to help serve others.

### **Adjournment**

The Athletics Committee adjourned at 1:52 p.m.

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

Lisa Rudolph and Warren Norman – Co-Chairs

Virginia Gray

Sharon Green

Melony Shemberger

Regent Rudolph called the Enrollment Management and Student Success Committee to order at 1:53 p.m. and reported all other members were present with the exception of Co-Chair Norman and Regent Gray. Regent Rudolph reported that although Regent Norman could not be in attendance today because he graduated and has started a new job, she has always enjoyed co-chairing this Committee with Regent Norman.

### **Preliminary Summer 2021 and Fall 2021 Enrollment and Retention Update, received**

Dr. Robertson reported the following:

- Appreciation was expressed to President Jackson and the members of the Board for their support in terms of recruiting and retention efforts. Also recognized were all members of the University community who have been involved with Enrollment Management. Recruitment and retention efforts require a team of administrators, Regents, faculty, staff and students. Appreciation was expressed to Director of Recruitment Shawn Smee and Director of Student Financial Services/Bursar Wendy Cain and their teams who understand the importance of recruitment because enrollment comprises 71 percent of the University's budget. They have worked extremely hard in challenging times to encourage prospective students to attend Murray State.
- The first two days of on-campus recruitment activities are today and yesterday and it has been great to have students, parents and families on-campus. Mr. Smee reported that the students and families Dr. Robertson just mentioned are also excited to be on campus. Over the last day and a half approximately 160 prospective students attended in-person Racer Nation Orientation events and 142 participated virtually. Almost 100 percent of registrants for each of the sessions have come to campus and everyone is gracious for being able to attend in-person events. There are two more Racer Nation Orientation sessions tomorrow, followed by additional sessions the next week and moving forward.
- A request was made at the last Board meeting to simplify the enrollment reports to make it clearer how the University is performing in terms of enrollment, particularly compared to previous years. Dr. Robertson and Dr. Renee Fister, Executive Director for Strategic Enrollment Management, worked to develop a dashboard which represents recruitment and retention efforts comparing 2021 and 2020 data and that was presented to the Board.
- Dr. Fister reported that the information provided was for 2019, 2020 and 2021. Headcount for summer is up 6 percent from 2020 but is up over 16 percent when compared to 2019. Undergraduate total headcount for summer is up over 4 percent from 2020 and up almost 15 percent from 2019.
- Headcount for fall is up over 4 percent from 2019 and 2020. This data is not based solely on first-time transfer and first-time freshman numbers but also include the retention efforts of Peggy Whaley, Director of Student Engagement and Success, and others across the institution.
- Total enrollment from Kentucky is up over the past two years (almost 7 percent above 2020). Approximately 42 percent of students come from the 18-county service region and for first-time freshmen, enrollment is up 4 percent from 2019 and 8 percent from 2020. These represent registered students who have a class schedule. Confirmation was provided that the comparison is for the same day in 2021, 2020 and 2019 and does not represent a prediction. Last year, 96 percent of first-time students who participated in a virtual orientation session enrolled at Murray State (94 percent in 2019). The attrition rates over the last ten years have been between 94 and 95 percent, respectively. Mr. Smee confirmed that students and families who attended in-person orientation sessions seem to be more committed and this is also true for those attending virtual sessions. Dr. Fister added that flexibility between offices across campus is key to this process and all efforts are focused in this regard.
- The undergraduate Recapture Campaign, under the direction of Mrs. Whaley, was successful (43 percent over 2019) and graduate numbers are comparable.

- 2021 Fall Semester preliminary data was presented. Murray State is one of the first universities in the state to have first-time freshman in-person campus visits, with COVID restrictions. Last week campus visits were down .5 percent from 2020 and with the tours given as of this morning, visits are up by a few students. Housing applications are up 25 percent over 2019. Overall, with returning and new students, housing is up 6 percent and appreciation was expressed to David Looney, Executive Director of Auxiliary Services, and his team.
- Scholarship applications are up 6.5 percent from 2019 but are down compared to 2020 by about 16 applications.
- Confirmation was provided that a large component of the increase in international students is due to the University's partnership with Shandong University.

Dr. Shemberger suggested the University take a forward-thinking approach to graduate education and develop recruitment models more geared toward this population. Dr. Robertson confirmed this comprises a large part of what Academic Partnerships is trying to accomplish but Matt Jones, Coordinator of Domestic Graduate Recruitment and Retention, is also working on efforts in this regard. President Jackson indicated the Shandong University model is being replicated to cultivate additional graduate partnerships with international universities. Dr. Robertson indicated there are more graduate applications this year and this population is moving in a positive direction. The challenge right now is the students being able to secure visas because the embassies are not open due to the pandemic.

Mr. Smee outlined virtual and in-person recruiting initiatives and campaigns that are currently underway. This work is being undertaken in close consultation with Branding, Marketing and Communication and all offices across campus.

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

### **Adjournment**

The Enrollment Management and Student Success Committee adjourned at 2:20 p.m.

### **Legislative and Economic Development Committee**

Virginia Gray – Chair  
Sharon Green  
Leon Owens  
Jerry Rhoads

In the absence of Committee Chair Gray, Chair Rhoads called the Legislative and Economic Development Committee to order at 2:20 p.m. and reported all other members were present.

### **Legislative Update Report, received**

Mr. Smith reported the following:

- The 2021 Legislative Session officially ended on March 30, 2021, but the Interim Legislative Session has begun. Members of the legislative team were recognized, including Ronny Pryor, Legislative Lobbyist with Capitol Solutions, who assists the University with legislative efforts during the session. He is a Murray State alum and is originally from western Kentucky. All appreciate his efforts in Frankfort on behalf of the University. President Jackson and Vice President Dudley are also part of the core legislative team and there have been many times they, Mr. Pryor and Mr. Smith have all been in Frankfort to meet with legislators. During 2020, these meetings mainly occurred via ZOOM, although some in-person meetings were held on campus with Kentucky Senator Jason Howell and Representative Mary Beth Imes and Majority Floor Leader Representative Steven Rudy. Legislators have noticed how the team works together at Murray State instead of within their own silos. They are also impressed that members of the legislative team are all alumni of Murray State.
- House Bill 8 represented a key piece of legislation that changed how KERS calculates pension liability, moving from a percent of payroll to a level-dollar fixed cost amount. The General Assembly attempted to fund 100 percent of each quasi-agency's cost increase to make everyone whole. For Murray State, the amount the legislature funded ended up being around 90 percent (\$3.2 million) for Fiscal Year 2022. The University is currently working with KERS to appeal some of their calculations and other quasi-agencies in the state are also going through the same process. It is crucial to ensure that individuals KERS has on the University's payroll did in fact work at the institution because Murray State will carry that liability for the next 30 years. Legislators understand how complicated this bill is and purposely gave quasi-agencies the flexibility to work through the process by creating a mechanism for universities to appeal KERS data in terms of what the

institution's fixed costs would be moving forward. The level of state support for KERS rates will decrease by 10 percent per year until 2026-27 when all quasi-agencies will have a 50 percent KERS pension liability. This model will provide predictability and stability in terms of budgeting moving forward.

- House Bill 258 also represented a key piece of legislation by creating a hybrid plan for new Teachers' Retirement System employees hired after January 1, 2022. This bill will likely minimize any future TRS rate increases for Murray State and other participants. The bill sponsor was Representative Ed Massey and he, and the associated work group, testified multiple times and worked in close consultation with the Legislative Research Commission. Over 30 years the bill will save the Commonwealth of Kentucky more than \$3 billion while protecting TRS for current and future employees. President Jackson served on the TRS Pension Work Group, along with the Jefferson County Teacher's Association, Kentucky Education Association and other groups.
- The Performance Funding bill also required a great deal of time during the Legislative Session. Appreciation was expressed to Dr. Fister for her assistance in this regard. The Performance Funding bill established a base appropriation amount that each institution would maintain. This bill was particularly important because the model will now truly be about the universities competing for increased funding but not having to cut their state appropriation base. Appreciation was expressed to CPE President Thompson and the Performance Funding Work Group for their efforts in this regard.
- Asset preservation and deferred maintenance were addressed during the Legislative Session and discussions were held earlier in this regard as part of the \$12.3 million bond issuance. Appreciation was expressed to Representative Rudy who helped spearhead this effort for Murray State.
- The Interim Legislative Session officially began on June 1, 2021, and will continue through the first week in December. On March 1, President Jackson and others met with members of Governor Andy Beshear's Agri-Tech Council. President Jackson, Director of Procurement Beth Ward and others testified at the May 11 Government Contract Review Committee where Murray State received contract approval to move forward with the Brailsford & Dunlavey contract to help with public-private housing initiatives. Representative Matthew Koch, the newly-appointed House Chairman of the Government Contract Review Committee, was on campus with another legislator and met with the President, Mr. Smith and Dean Tony Brannon, Hutson School of Agriculture and toured the Equine Center. Regular meetings have occurred with Representative Imes and Senator Howell and that work will continue throughout the Legislative Session. Meetings have also been held with Representatives Chris Freeland and Myron Dossett. Over the spring and summer the University legislative delegation met with Congressman James Comer and Senator Mitch McConnell and their field staff both in person and via ZOOM. Senator Rand Paul also held a Small Business Roundtable in the Bauernfeind College of Business on June 1. Appreciation was expressed to Interim Dean David Eaton for hosting this event. During his visit Senator Paul expressed a positive impression of Murray State. Appreciation was expressed to the federal legislative staff who help the University keep in touch with their congressional representatives.
- The 2022 Legislative Session begins on January 2022 and will include another budget cycle. Focus will remain on ensuring bills that will help Murray State are passed and bills which are detrimental to the institution do not. Student conduct and free speech bills are also expected to be key topics during the upcoming Legislative Session and appreciation was expressed to Vice President Robertson and General Counsel Miller for their assistance in this regard. Tuition waiver bills and asset preservation funding will again be on the agenda.

President Jackson expressed appreciation to Mr. Smith who, for the past 15 months, has worn several different hats, especially with regard to the COVID pandemic, on top of all the governmental relations work that was required. His excellent service is truly appreciated. Mr. Smith publicly thanked Kim Paschall, Calloway County Health Department Interim Director of Public Health, Dean Byers and 125 student nurses, First Lady Karen Jackson and Mr. Rydecki. Helping with the Regional Vaccination Center was rewarding and connected local, state and federal governments.

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

### **Adjournment**

The Legislative and Economic Development Committee adjourned at 2:38 p.m.

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

Sharon Green – Chair  
Eric Crigler  
Virginia Gray  
Melony Shemberger

Regent Green called the Marketing and Community Engagement Committee to order at 2:38 p.m. and reported all members were present, with the exception of Regent Gray.

### **Naming Opportunity – Trustees Hall – Lovett Auditorium, approved**

Dr. Bernot reported that Lovett Auditorium is perhaps the most iconic building on Murray State University's campus. It is a hub for campus activity and is used near daily for classes, musical and theatrical performances, lectures and special events. Lovett Auditorium is a campus and community treasure.

**From Fifty Years of Progress...** The Board of Regents led the contract for historic Lovett Auditorium at a meeting of the Board on July 23, 1926. The General Contractor was Key Langston Construction Company of Murray, Kentucky, whose bid was \$129,225.34, including the plumbing which was awarded to Redmon Heating Company of Louisville and the electrical work which was done by Harris-Beyer Electrical Company of Paducah, Kentucky. The total cost of the building was \$145,462.34 and it was completed in 1928. It had four large classrooms in the south end of the building, plus the stage and a series of offices on the second floor which, at one time, were used for private music lessons.

The Auditorium, when constructed, was the largest college auditorium in Kentucky. It seated approximately 3,000, including the upper balcony. The stage is unusually large and was planned so that it would be large enough for a basketball court and basketball was played on the stage in Lovett Auditorium from 1928 until the completion of the Carr Health building (now *John W. Carr Hall*) in 1937. The seats were reupholstered and painted in the mid-sixties and a sprinkler system and air conditioning were added at that time.

Some additional improvements have been made to Lovett Auditorium between 2010 and 2019. These improvements were funded by Dr. and Mrs. Charles and Marlene Johnson, University alumni and generous donors, through two major projects (totaling \$128,000 in gifts). New stage lighting, window treatments, carpet runner and extensive painting were done first. The second phase of updates included lobby renovations and the purchase of a ticket kiosk, the creation of a concessions/reception room and miscellaneous other repairs. As a part of this project, the University funded the installation of first-floor restrooms and a roof replacement for the facility.

In anticipation of the upcoming centennial celebration, President Jackson and the Murray State University Board of Regents approved additional work to be undertaken in the facility. The scope of work for this project would include replacement of the HVAC system, relocating the air handling system currently on the stage, refinishing the floors, replacement of carpeting and significant ceiling work and painting inside the Auditorium's main hall. It was this necessary work that inspired the consideration to replace the seating on the main level of Lovett Auditorium.

In conversations led by President Jackson with Murray State University Foundation, Inc., President David Durr and members of the Foundation Board of Trustees, it was established that financial support for replacement of the seating in Lovett Auditorium could be secured through private funding, primarily a major gift from the Foundation. On Saturday, April 17, 2021, the Murray State University Foundation, Inc., Board of Trustees voted to make a gift of \$500,000 to Murray State University for the purpose of replacing the seating in historic Lovett Auditorium.

In appreciation for the Murray State University Foundation, Inc., Board of Trustees and their commitment to education through this generous gift, approval of naming of *Trustees Hall* in Lovett Auditorium, to be commemorated with a plaque of recognition located at the entrance and/or inside the hall, is being recommended. The plaque will bear the names of all Murray State University Foundation Trustees who were part of making this commitment to support the new seating in Lovett Auditorium, along with members of the Murray State University Board of Regents in recognition of their commitment and support for the major renovations in Lovett Auditorium.

On behalf of the Marketing and Community Engagement Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University and the Committee on Naming of Facilities, Programs and Activities, approve the naming of *Trustees Hall* in Lovett Auditorium in appreciation of the Murray State University Foundation,



Incorporated, Board of Trustees for supporting the replacement of the seating within Lovett Auditorium. Regent Crigler seconded and the motion carried.

**Full Board Action – Naming Opportunity – Trustees Hall – Lovett Auditorium, approved**

On behalf of the Marketing and Community Engagement Committee, Regent Green moved that the Board of Regents, upon the recommendation of the President of the University and the Committee on Naming of Facilities, Programs and Activities, approve the naming of *Trustees Hall* in Lovett Auditorium in appreciation of the Murray State University Foundation, Incorporated, Board of Trustees for supporting the replacement of the seating within Lovett Auditorium. Regent Owens seconded and the motion carried.

**Adjournment**

The Marketing and Community Engagement Committee adjourned at 2:44 p.m.

**Ad Hoc Presidential Evaluation Process Review Committee**

Eric Crigler – Chair  
Virginia Gray  
Jerry Rhoads  
Lisa Rudolph  
Don Tharpe

Regent Crigler called the Ad Hoc Presidential Evaluation Process Review Committee to order at 2:44 p.m. and reported all other members were present, with the exception of Regent Gray.

**Minutes of the Ad Hoc Presidential Evaluation Process Review Committee on February 25, 2021, approved**

On behalf of the Ad Hoc Presidential Evaluation Process Review Committee, Regent Rudolph moved that the Board of Regents approve the Minutes of the Ad Hoc Presidential Evaluation Process Review Committee on February 25, 2021, as submitted. Regent Tharpe seconded and the motion carried.

**Full Board Action – Minutes of the Ad Hoc Presidential Evaluation Process Review Committee on February 25, 2021, approved**

On behalf of the Ad Hoc Presidential Evaluation Process Review Committee, Regent Crigler moved that the Board of Regents approve the Minutes of the Ad Hoc Presidential Evaluation Process Review Committee on February 25, 2021, as submitted. Regent Shemberger seconded and the motion carried.

Regent Crigler also reported that the Ad Hoc Presidential Evaluation Process Review Committee reviewed and discussed the Annual Presidential Review Survey Instrument that has historically been utilized and no changes were recommended.

**Adjournment**

The Ad Hoc Presidential Evaluation Process Review Committee adjourned at 2:45 p.m.

**Adjournment**

The Board of Regents adjourned for a break at 2:45 p.m.

**Reconvene**

Chair Rhoads reconvened the Board of Regents Quarterly and Committee meetings at 3:05 p.m.

**Closed Session**

Chair Rhoads solicited a motion for the Board to go into Closed Session pursuant to Kentucky Revised Statutes Section 61.810(1b) for the purpose of discussing the future acquisition of real property by Murray State University and KRS 61.810 (1c) for the purpose of discussing, with Counsel present, pending litigation involving Murray State University. Regent Tharpe so moved, seconded by Regent Rudolph, and the motion carried. President Jackson asked General Counsel Miller, Vice President Dudley and Secretary Hunt to remain in the meeting room. Closed Session began at 3:08 p.m.

**Reconvene**

Chair Rhoads solicited a motion for the Board of Regents to convene in Open Session. Regent Owens so moved, seconded by Regent Crigler, and the Board reconvened in Open Session at 3:30 p.m. Chair Rhoads reported that no final action was taken by the Board during Closed Session.

**2021-22 Faculty Promotion Recommendations, approved**

Provost Todd reported that in terms of an academic career, there are three key dates. Upon completion of the terminal degree, faculty are hired as Assistant Professors. Five to six years are spent working toward tenure and promotion. If successful, the faculty member becomes an Associate Professor and then full Professor. This spans the faculty member’s academic career.

Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the following named faculty for promotion to the respective rank, effective with the 2021-22 contracts:

<b><u>NAME</u></b>	<b><u>PROMOTE TO</u></b>	<b><u>DEPARTMENT</u></b>
<b>Daniel Harris*</b>	Associate	Accounting
<b>Cindy Clemson*</b>	Associate	Adolescent, Career and Special Education
<b>Kemaly Parr*</b>	Associate	Adolescent, Career and Special Education
<b>Amanda Davis*</b>	Associate	Animal and Equine Science
<b>Amelia Dodd</b>	Associate	Applied Health Sciences
<b>Priscilla Maghrabi</b>	Associate	Applied Health Sciences
<b>Azaher Molla*</b>	Associate	Applied Health Sciences
<b>Antje Gamble*</b>	Associate	Art and Design
<b>Rebecca Williams*</b>	Associate	Art and Design
<b>Bikram Subedi</b>	Associate	Chemistry
<b>Justin Brogan*</b>	Associate	Educational Studies, Leadership and Counseling
<b>Matthew Crider</b>	Associate	Global Languages and Theatre Arts
<b>Sarah Lefebvre*</b>	Associate	Management, Marketing & Business Admin.
<b>Nancy Armstrong*</b>	Associate	Nursing
<b>Summer Cross</b>	Associate	Nursing
<b>Tonia Mailow*</b>	Associate	Nursing
<b>Traci Byrd*</b>	Associate	Occupational Safety and Health
<b>Gheorghe Bunget</b>	Associate	School of Engineering
<b>Jacob Hildebrant*</b>	Associate	School of Engineering
<b>Dana Thompson</b>	Associate	University Libraries
<b>Cheryl Porr</b>	Professor	Animal and Equine Science
<b>Daniel Hepworth</b>	Professor	Community Leadership and Human Services
<b>Mi-Hwa Park</b>	Professor	Early Childhood and Elementary Education
<b>Brian Bourke</b>	Professor	Educational Studies, Leadership and Counseling
<b>Samir Patel</b>	Professor	Educational Studies, Leadership and Counseling
<b>Tana Field-Bartholomew</b>	Professor	Music
<b>James Rogers</b>	Professor	School of Engineering

\*Faculty also being recommended for tenure.

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

**2021-22 Tenure Recommendations, approved**

Provost Todd reported that those faculty members being recommended for tenure have the full support of the Office of the Provost and at all associated approving levels within the colleges. These individuals are being recommended for tenure due to their outstanding teaching, research and service at Murray State University.

Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, award tenure to the following faculty, effective with the 2021-22 contracts:

<u>NAME</u>	<u>DEPARTMENT</u>	<u>PRESENT RANK</u>
<b>Nancy Armstrong</b>	Nursing	assistant*
<b>Justin Brogan</b>	Educational Studies, Leadership and Counseling	assistant*
<b>Traci Bryd</b>	Occupational Safety and Health	assistant*
<b>Cindy Clemson</b>	Adolescent, Career and Special Education	assistant*
<b>Amanda Davis</b>	Animal and Equine Science	assistant*
<b>Antje Gamble</b>	Art and Design	assistant*
<b>Daniel Harris</b>	Accounting	assistant*
<b>Jacob Hildebrant</b>	School of Engineering	assistant*
<b>Cemil Kuzey</b>	Computer Science and Information Systems	associate
<b>Sarah Lefebvre</b>	Management, Marketing and Business Administration	assistant*
<b>Tonia Mailow</b>	Nursing	assistant*
<b>Azaher Molla</b>	Applied Health Sciences	assistant*
<b>Kemaly Parr</b>	Adolescent, Career and Special Education	assistant*
<b>Laura Sullivan-Beckers</b>	Biological Sciences	assistant
<b>Rebecca Williams</b>	Art and Design	assistant*

\*Faculty also being recommended for promotion to the next highest rank.

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

### **Personnel Changes**

#### **Reaffirmation of General Counsel Appointment, reaffirmed**

President Jackson reported the Board of Regents approved the appointment of Mr. Robert L. Miller as Murray State University's General Counsel at the Quarterly Meeting on March 9, 2018. As a result of approval of the *Delegation of Authority* (Item #14) at the March 12, 2014, Quarterly Board of Regents Meeting and last reviewed at the August 28, 2020, Annual Retreat, the Board is responsible for the appointment of the University's external auditors, its General Counsel and the Internal Auditor. President Jackson expressed appreciation to Mr. Miller for his excellent work. Chair Rhoads seconded the President's endorsement of the University's General Counsel. He has been very dependable and competent and all are happy to have him at Murray State.

Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, reaffirm the appointment of Mr. Robert L. Miller as General Counsel for fiscal year 2021-22 at an annual salary of \$146,450 (2020-21 salary), plus any 2021-22 salary increases approved for all University employees, effective July 1, 2021. Regent Crigler seconded and the motion carried.

#### **Reaffirmation of Internal Auditor Appointment, reaffirmed**

President Jackson expressed appreciation to Mrs. Saxon for her good work as a direct report to him but also the Board of Regents.

Regent Tharpe moved that the Board of Regents, upon the recommendation of the President of the University, reaffirm the appointment of Mrs. Michelle Saxon as Internal Auditor for fiscal year 2021-22 at an annual salary of \$65,396 (2020-21 salary), plus any 2021-22 salary increases

approved for all University employees, effective July 1, 2021. Regent Shemberger seconded and the motion carried.

**Resolutions of Appreciation, approved**

Vice Chair Crigler read aloud the following Resolutions:

***MURRAY STATE UNIVERSITY  
BOARD OF REGENTS  
RESOLUTION OF APPRECIATION***

***WARREN NORMAN***

***WHEREAS***, Warren Norman was elected by the student body of Murray State University to serve as President of the Student Government Association and accordingly served as the student member of the Murray State University Board of Regents for the 2020-21 academic year; and

***WHEREAS***, Warren demonstrated that he possesses maturity, sound judgment and strong moral values as he contributed to the discussion on various issues that came before the Board of Regents; provided leadership as Co-Chair of the Enrollment Management and Student Success Committee and rendered service to the Board of Regents' Academic Excellence and Scholarly Activities and Buildings and Grounds committees;

***WHEREAS***, during Warren's tenure he demonstrated characteristics of a keen intellect, courage, common sense and independent thinking; and

***WHEREAS***, he has served as a strong leader of the Student Government Association, always representing the best interests of the students of Murray State University both as a member of the Board of Regents and as President of the Student Government Association; and

***WHEREAS***, the Student Government Association engaged in many activities throughout the tenure of Warren's leadership which benefitted all students of Murray State University, including traditional and non-traditional students, as well as those students enrolled at the regional campuses; and

***WHEREAS***, he is an extremely active student at Murray State University engaging in numerous extracurricular activities all of which enhanced student life on campus;

***NOW, THEREFORE, BE IT RESOLVED*** that this Board of Regents, on behalf of the faculty, staff and students, extend to Warren Norman sincere gratitude for outstanding service rendered to Murray State University and the Commonwealth of Kentucky; and

***BE IT FURTHER RESOLVED*** that the Board of Regents extends to Warren our best wishes in his career endeavors and a life filled with good health and continued honorable service to his fellow man; and

***BE IT FINALLY RESOLVED*** by the Murray State University Board of Regents that this recognition of the contributions and dedication of Warren Norman be preserved in the Minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 4<sup>th</sup> day of June 2021.

President Jackson indicated that Regent Norman has been an excellent Student Government Association President and Student Regent. It is unfortunate he did not get to serve on the Board during a normal period of time but his future is bright in the years ahead. He is an excellent leader, is a fine young man and has a great career in front of him.

***MURRAY STATE UNIVERSITY  
BOARD OF REGENTS  
RESOLUTION OF APPRECIATION***

***SHARON L. GREEN***

***WHEREAS***, Sharon L. Green was appointed by the former Governor of Kentucky – Steven L. Beshear – to the Board of Regents of Murray State University on July 2, 2009, to fill the expired term of Beverly J. Ford for a term ending June 30, 2015.

***WHEREAS***, Governor Beshear reappointed Sharon L. Green to the Murray State University Board of Regents on June 26, 2015, for a term ending June 30, 2021; and

**WHEREAS**, she has exemplified outstanding leadership on the Board of Regents as a member of the Athletics Committee in 2009-10 and 2018-19; Chair of the Buildings and Grounds Committee from 2015-18 and Co-Chair in 2018-19; Chair of the Enrollment Management and Student Success Committee from 2013-15 and member 2010-13 and 2015-21; member of the Legislative and Economic Development Committee 2019-21 and Chair of the Marketing and Community Engagement Committee from 2019-21 and member 2015–19. She also served on the former Development/Investments Committee (2009-10), Equal Opportunity/Affirmative Action Committee (2009-10), Governmental Relations Committee (2009-10), Institutional Advancement Committee (2010-15) and as Chair of the Regional Services Committee (2010-13) and member (2013-15).

**WHEREAS**, Sharon L. Green, a distinguished alumnus, has been involved in many initiatives for the improvement and advancement of the University in its efforts to serve the educational needs of the citizens of the Commonwealth; and

**WHEREAS**, her leadership has been strong, inclusive and encouraging, leading to a cohesive and cooperative forward-looking Board; and

**WHEREAS**, Sharon L. Green’s service has often required the sacrifice of valuable time and the contribution of many hours of difficult work; and

**WHEREAS**, her work was rendered selflessly, without reference to personal inconvenience, without a personal agenda and always for the public good;

**NOW, THEREFORE, ON THIS 4<sup>TH</sup> DAY OF JUNE, TWO THOUSAND AND TWENTY-ONE, BE IT RESOLVED** that we mark the milestone reverently with words Sharon L. Green will hear again at the last milestone, “Well done, good and faithful servant.”

**AND BE IT FURTHER RESOLVED** by the Murray State University Board of Regents that the recognition of the contribution and dedication of Sharon L. Green be preserved in the Minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 4<sup>th</sup> day of June 2021.

Regent Green received a round of applause and a standing ovation. President Jackson thanked Regent Green for her 12 remarkable years of service to this Board. Regent Green reported that she was a freshman at Murray State University at the age of 17. She lived in Woods Hall and the mural on the wall in the Hall of Benefactors was her view. She would study in Pogue Library and got engaged in that building. She and her husband Jeff have shoes on the Shoe Tree, as do her son Tyler and wife Kirby and son Alex and wife Marley. In talking with one of her granddaughters, she realized that Murray State University started the Green family and she will encourage them to also attend this fine institution.

**MURRAY STATE UNIVERSITY  
BOARD OF REGENTS**

**RESOLUTION OF APPRECIATION**

**JERRY P. RHOADS**

**WHEREAS**, Jerry P. Rhoads was appointed by the former Governor of Kentucky – Steven L. Beshear – to the Board of Regents of Murray State University on June 26, 2015, to fill the expired term of Dr. Constantine W. Curris; and

**WHEREAS**, Jerry P. Rhoads has exemplified outstanding leadership on the Board of Regents, serving as Vice Chair from July 1, 2019 – May 15, 2020, when he was elected Acting Chair for the period of May 16, 2020, through June 30, 2020, due to the resignation of former Chair Daniel Kemp and serving as Chair from July 1, 2020, through June 30, 2021. He served as Chair of the Finance Committee in 2019-20 and remained a member of the Committee in 2020-21. He served as Chair of the Legislative and Economic Development Committee from 2015 – 2019 and remained a member of the Committee for 2020-21. He also served as a member of the Athletics Committee (2018 – 2021), Audit and Compliance Committee (2019 – 2021) and Buildings and Grounds Committee (2015 – 2018). In addition, he served as an ex-officio member of the Murray State University Foundation Board of Trustees in 2019-20 and 2020-21.

**WHEREAS**, Jerry P. Rhoads, a 1963 Murray State alumnus, has served as an important legislative advocate for the University, has been involved in many initiatives for the improvement and advancement of the University in its efforts to serve the educational needs of the citizens of the Commonwealth and his

leadership has been strong, inclusive and encouraging, leading to a cohesive, dynamic and forward-looking Board; and

**WHEREAS**, Jerry P. Rhoads' service has often required the sacrifice of valuable time and the contribution of many hours of difficult work which was rendered selflessly, without reference to personal inconvenience, without a personal agenda and always for the public good;

**NOW, THEREFORE, ON THIS 4<sup>th</sup> DAY OF JUNE, TWO THOUSAND AND TWENTY-ONE, BE IT RESOLVED** that we mark this milestone reverently with words Jerry P. Rhoads will hear again at the last milestone, "Well done, good and faithful servant."

**AND BE IT FURTHER RESOLVED** by the Murray State University Board of Regents that this recognition of the contributions and dedication of Jerry P. Rhoads be preserved in the Minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 4<sup>th</sup> day of June 2021.

Chair Rhoads received a round of applause and a standing ovation. He stated that he is not much for saying farewell but when one thinks about their legacy and investment in this University it is easy to get emotional about Murray State. His parents met at Murray State and he met his wife Judy here. Three uncles and several cousins attended Murray State and he learned a few days ago after looking at a 1941 Shield yearbook where his mother's younger brother from Ballard County attended Murray State. There were a number of faculty, staff and student names he recognized in the 1941 Shield who attended the University at the same time he was here. He expressed appreciation to this Board and President Jackson because during his six years on the Board there has been outstanding leadership with the Chairs, Vice Chairs, Committee Chairs and Board members. There have been some tough times but where Murray State is now compared to where it was when he was appointed to the Board in 2015, it is like night and day in terms of what has been accomplished and how far the University has come in terms of enrollment, finances and the appearance of campus. Appreciation was expressed to President Jackson, his staff and great leadership team for bringing the University to this point. He sincerely believes the best days for Murray State are definitely ahead and the University is headed in the right direction. It has been an honor and a privilege to serve on this Board for six years.

President Jackson reported that he has known Chair Rhoads for many years. They served together in Frankfort as state Senators. During their time in Frankfort they leased a house together and really got to know one another. There is not an individual with a bigger heart for Murray State or a deeper concern for its future. He is a fine human being and person, as is his wife Judy who served as long-time President of Madisonville Community College. Both are alums of this institution and it is important to note for history's sake that McHenry Rhoads, a relative, was first Chair of this Board when it was formed, illustrating how far the Rhoads roots go back. He respects Chair Rhoads and appreciates his service to this institution and all wish him the best.

Regents Shemberger and Schooley read the following Resolution aloud:

**BOARD OF REGENTS  
MURRAY STATE UNIVERSITY  
Resolution**

**WHEREAS**, the following faculty and staff members of Murray State University are retiring or have retired during the 2020-21 year:

Dr. Barbara Cobb – English and Philosophy, 19 years  
Dr. Stephen Cobb – School of Engineering, 33 years  
Lori Crouch – Applied Health Sciences, 21 years  
Jeremy Erdmann – Applied Health Sciences, 20 years  
Scott Erickson – Music, 36 years  
Dr. David Ferguson – Agricultural Sciences, 25 years  
Dr. Seid Hassan – Economics and Finance, 29 years  
Dr. Hamid Kobraei – School of Engineering, 36 years  
Mickey Miller – Organizational Communication, 16 years  
Dale Ray Phillips – English and Philosophy, 17 years  
Robert Valentine – Journalism and Mass Communications, 23 years

Dr. H. Allen White – Journalism and Mass Communications, 30 years  
Dr. Jay Zirbel – School of Engineering, 30 years  
Carol Allen – Teacher Education Services, 17 years  
Laura Buchanan – University Libraries, 14 years  
David Cunningham – Facilities Management, 22.5 years  
John Darnall – Facilities Management, 34 years  
Roy Dunaway, Jr. – Murray State University Police Department, 8 years  
Susan Darnell – Athletics, 27 years  
Joanne Farley – School of Nursing and Health Professions, 9.5 years  
Nicole “Nikki” Faulkner – Department of Accounting, 20 years  
Debbie Griffin – Housing, 13.5 years  
Lisa Hanberry – Center for Adult and Regional Education, 27 years  
Roberta “Karol” Hardison – University Store, 25.5 years  
Paula Heilig – Accounting and Financial Services, 19.5 years  
Eddie Hunt – Athletics, 19 years  
Carole Inman – Honors College, 5.5 years  
David McGary – Information Systems, 25.5 years  
Debora “Debbie” Plummer – Department of Biological Sciences, 18 years  
Susan “Francie” Ray – MSU Police Department/Parking Services, 13.5 years  
Martha Smith – Institute for International Studies, 20.5 years  
Will Snodgrass – Miller Golf – MSU Foundation, 24 years  
Jennifer Taylor – University Counseling Services, 14 years  
Michael Thompson – Facilities Management, 26 years  
Jerry White – Facilities Management, 22 years  
Joseph Wilson – Facilities Management, 10 years  
Carl Woods – Jones College of Science, Engineering and Technology, 31 years  
John Young – School of Engineering, 20.5 years

**WHEREAS**, they have served Murray State University faithfully, loyally and professionally; and

**WHEREAS**, the University is cognizant and appreciative of the vital support and services of these members; and

**WHEREAS**, they have served the students of Murray State University on a daily basis with warmth, understanding and concern and have performed their responsibilities in a dedicated manner;

**NOW, THEREFORE, BE IT RESOLVED** that the University recognize these individuals and their collective total of 822 years of service to Murray State University; and

**BE IT FURTHER RESOLVED** that the Board of Regents expresses its deep and heartfelt appreciation to these faculty and staff members for their loyalty and devotion to the institution and their contributions to the betterment of the University.

Regent Owens moved that the Board of Regents approve the Resolutions of Appreciation as presented. Regent Schooley seconded and the motion carried.

### **Board Organizational Materials**

#### **2021-22 Election of Board of Regents Officers and Reaffirmation of Treasurer, elected and reaffirmed**

Chair Rhoads stated that in accordance with the *Bylaws* of the Board of Regents all officers are elected annually at the Spring Quarterly Meeting and shall serve for one year, commencing July 1 following their election. A separate election shall be conducted to elect each of the officers: Chair, Vice Chair and Secretary. The Treasurer is appointed by and serves at the pleasure of the Board.

The procedural guidelines were outlined in that the Chair will declare nominations are in order and will recognize each member for the purpose of making a nomination. Recognition of members shall be in the same order as roll call (alphabetical) and nominations require no second. Any member nominated for any office may withdraw his/her name from consideration.

However, a member nominated will not be recognized for that purpose until all members have had an opportunity to make nominations. If, after each member has had a roll call opportunity to make a nomination and only one name has been placed in nomination for that particular office, the Chair shall declare the person elected by unanimous consent. If more than one name is placed in nomination for any particular office a vote shall be taken. Names shall be voted upon in the same manner in which the nomination occurred. The nominee first receiving an absolute majority shall be declared elected.

Chair Rhoads declared that nominations are in order for Chair of the Board of Regents, beginning July 1, 2021, through June 30, 2022. The Secretary called the roll and Mr. Crigler passed. Dr. Fitch nominated Eric Crigler. All other members passed. There being only one nomination, Eric Crigler was unanimously elected Chair, according to the *Bylaws* of the Murray State University Board of Regents, effective July 1, 2021.

Chair Rhoads declared that nominations are in order for Vice Chair of the Board of Regents beginning July 1, 2021, through June 30, 2022. The Secretary called the roll and Mr. Crigler nominated Don Tharpe. All other members passed. Chair Rhoads indicated there being only one nomination, Don Tharpe is unanimously elected Vice Chair, according to the *Bylaws* of the Murray State University Board of Regents, effective July 1, 2021.

Chair Rhoads declared that nominations are in order for Secretary of the Board of Regents beginning July 1, 2021, through June 30, 2022. The Secretary called the roll and Mr. Crigler nominated Jill Hunt. All other members passed. Chair Rhoads indicated there being only one nomination, Jill Hunt is unanimously elected Secretary, according to the *Bylaws* of the Murray State University Board of Regents, effective July 1, 2021.

Chair Rhoads stated that, as is customary during the Spring Quarterly Meeting, the Board is asked to reaffirm the appointment of a Treasurer to the Board of Regents. Regent Owens moved that the Board reaffirm Jackie Dudley to continue to serve in the role of Treasurer to the Board of Regents. Regent Fitch seconded and the motion carried.

### **2021-22 Board of Regents Meeting Dates, selected**

The Board of Regents set the following meeting dates for 2021-22:

- **Annual Retreat – Thursday, September 2, 2021**
- **Summer Quarterly Meeting – Friday, September 3, 2021**
- **Fall Quarterly Meeting – Friday, December 3, 2021**
- **Winter Quarterly Meeting – Friday, March 11, 2022**
- **Spring Quarterly Meeting – Friday, June 3, 2022**

President Jackson reported that Secretary Hunt has solicited Board members for their top four Committee preferences. He will work with the Chair and Vice Chair to make Committee assignments for 2021-22. Typically, Committee assignments are made following the appointment of the two new Regents which is anticipated soon. Chair Rhoads reminded Board members to provide their top four Committee preferences to Secretary Hunt if they have not already done so.

### **Supplemental Materials**

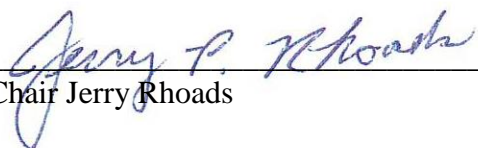
President Jackson reported that Regents were provided with supplemental materials in the eBoard book, including the “Good News” Report (April 2021); Quarterly Branding, Marketing and Communication Report (January – March 2021) and Sponsored Programs – Grants and Contracts Report. The Litigation Status Report prepared by General Counsel Miller was provided in a separate, confidential eBoard book. These reports were provided for informational purposes only and required no Board action.


### **Other Business/Adjournment**

Regent Tharpe expressed appreciation to the Board for placing an emphasis on students and addressing deferred maintenance needs. This plays a significant role in academic excellence.



There being no further business to come before the Board, Chair Rhoads requested a motion for the Board of Regents Quarterly and Committee meetings to adjourn. Regent Shemberger so moved, seconded by Regent Green, and the motion carried. Adjournment was at 4:15 p.m.

  
Chair Jerry Rhoads

  
Secretary Jill Hunt

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