

**Minutes of the Quarterly Meeting of the Board of Regents  
Murray State University  
June 2, 2023**

**Call to Order/Roll Call**

The Murray State University (MSU) Board of Regents met on Friday, June 2, 2023, in Quarterly and Committee Session in the Pogue Library Jesse Stuart Room on the Murray State University campus. Chair Don Tharpe called the meeting to order at 8:30 a.m. and welcomed those joining the meeting in person and via livestream. Secretary Jill Hunt called roll and the following Board members were present: Jessica Evans, Robbie Fitch, Virginia Gray, Ellie McGowan, David Meinschein, Leon Owens, Emily Roark, Melony Shemberger, Don Tharpe and Tom Waldrop. Absent: none.

Participants 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; Bob Pervine, Senior Associate Provost; Renee Fister, Associate Provost; Ashley Ireland, Assistant Provost and Director for Online Learning; Roslyn White, Interim Assistant Vice President for Enrollment Management; Robert Miller, General Counsel; Nico Yantko, Director of Athletics; Shawn Touney, Executive Director of Marketing and Communication; Cami Duffy, Executive Director of Institutional Diversity, Equity and Access (IDEA)/Title IX Coordinator; Jordan Smith, Executive Director of Governmental and Institutional Relations; Academic Deans; Information Technology staff and members of the general public and news media.

**AGENDA**

**Call to Order**

**Chair Tharpe**

**Roll Call**

**Secretary Hunt**

**Public Participation**

**Chair Tharpe**

**Consent Agenda**

**Chair Tharpe/President Jackson**

- A. Minutes of the Quarterly Meeting and Committee Meetings of the Board of Regents on February 24, 2023\***
- B. Report of the Registrar (May 2023 Conferral of Degrees)\***
- C. Audit and Compliance Committee (For Information Only)**
  - 1) Office of Internal Audit – Internal Audit Work Status Report**
  - 2) Office of Internal Audit – Summary of Presidential Travel Report**
- D. Finance Committee (For Information Only)**
  - 1) Personal Services Contracts – Schedule of Expenditures**

**Report of the Chair**

**Chair Tharpe**

- 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 FAS Dudley**

**Murray State University Council on Postsecondary Education Diversity Plan Update (For Information Only)**

**IDEA Executive Director Duffy**

**Committee Reports/Recommendations**

- A. Academic Excellence and Scholarly Activities** **Regent Shemberger**
  - 1) Academic Program Changes\***

- 2) 2023 Board of Regents Teaching Excellence Awards\*
- 3) Professor Emeritus Designations\*
- 4) Appointment of Dean – Hutson School of Agriculture – Dr. Brian A. Parr\*

- B. Athletics** **Chair Tharpe**
- 1) Department of Athletics Update (For Information Only)
  - 2) Personnel Changes
    - a. Women’s Basketball Head Coach Rechelle Turner – Contract of Employment Amendment\*
    - b. Women’s Soccer Head Coach Matt Lodge – Contract of Employment Amendment\*

- C. Audit and Compliance** **Regent Waldrop**

- D. Marketing and Community Engagement** **Regents Evans and Roark**
- 1) Be Bold: Forever Blue and Gold Centennial Campaign Update (For Information Only)
  - 2) Naming Opportunity – *Dr. Don I. Tharpe Lecture Hall* – School of Engineering\*

**11:15 a.m. (approx.)** **Break for Dedication of *Dr. Don I. Tharpe Lecture Hall***

**12 noon (approx.)** **Lunch – Wells T. Lovett Grand Reading Room**

**1 p.m. (approx.)** **Reconvene**

- E. Buildings and Grounds** **Regent Fitch**
- 1) Facilities Management and Campus Improvement Projects Update (For Information Only)
  - 2) Six-Year Capital Plan\*
  - 3) Disposition of Structures
    - a. 503 North 16<sup>th</sup> Street (Building #0146)\*
    - b. 900 College Courts (Building #0015)\*

- F. Enrollment Management and Student Success** **Regents Meinschein/McGowan**
- 1) Preliminary Summer and Fall 2023 Enrollment Update (For Information Only)
  - 2) Student Affairs and Enrollment Management Spring 2023 Highlights (For Information Only)

- G. Finance** **Regent Owens**
- 1) 2023-24 University Budget, Executive Summary and Salary Roster\*
  - 2) Projects Approval\*
  - 3) Capital Equipment Purchase Authorization – Microscope\*
  - 4) Personal Services Contracts\*
  - 5) Surplus Property Disposition\*
  - 6) Property Acquisition – Hale Road and Poor Farm Road\*
  - 7) Housing Projects Update (For Information Only)

- H. Legislative and Economic Development** **Regent Gray**
- 1) Legislative Update (For Information Only)

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

2023-24 Faculty Promotion Recommendations\* **President Jackson**

2023-24 Faculty Tenure Recommendations\* **President Jackson**

Personnel Changes **President Jackson**

- A. Compensation Review Update (For Information Only)
- B. Reaffirmation of General Counsel Appointment – Robert L. Miller\*

**Resolutions of Appreciation**

**President Jackson**

- A. Retiring Faculty and Staff\*
- B. Dr. Don I. Tharpe\*

**Board of Regents Organizational Materials**

**Chair Tharpe**

- A. 2023-24 Election of Board of Regents Officers and Reaffirmation of Treasurer\*
- B. 2023-24 Board of Regents Meeting Dates\*

**Policy Changes**

**President Jackson**

- A. New *Board of Regents Policy Manual – Section 2.29 – Remotely Operated Aircraft Systems/Drones (first reading)\**
- B. Revised *Board of Regents Policy Manual – Section 6.4 – Staff Congress (first reading)\**
- C. Revised *Board of Regents Policy Manual – Section 6.9 – Student Government Association Constitution (first reading)\**
- D. Proposed Flexible Work Policy Update (For Information Only)

**Closed Session**

**Chair Tharpe**

- A. Pursuant to Kentucky Revised Statute 61.810(c) – Pending Litigation

**Supplemental Materials (For Information Only)**

**President Jackson**

- A. “Good News” Report (Spring 2023)
- B. Quarterly Branding, Marketing and Communication Report (January – March 2023)
- C. Sponsored Programs – Grants and Contracts Report

**Other Business**

**Chair Tharpe**

**Adjournment**

**Chair Tharpe**

(\*Requires Board of Regents Action)

**Public Participation**

Chair Tharpe reported that the United Campus Workers (UCW) signed up to address the Board during the Public Participation segment of the meeting. Present representing the group was Dr. Brian Bourke, Professor of Educational Studies, Leadership and Counseling. Joining him in solidarity were staff member Woody Leslie and Dr. Antje Gamble, Associate Professor, both from the Department of Art and Design.

Dr. Bourke reported that the individuals present represent the Murray State Chapter of the United Campus Workers of Kentucky. The UCW is a union open to any and all campus workers. The organization is active on several university campuses across eleven states. The UCW of Kentucky represents over 800 dues-paying members. The Murray State Chapter launched in Spring 2022 with a three-part platform focusing on living wages, support for parents and caregivers and respect and safety for all campus workers. Members of the Murray State UCW asked that the representatives address three primary concerns – improving compensation across ranks and job classes, retaining the best employees and replacing them when they retire or resign and the sense of a lack of transparency/collegiality from the administration when workers question changes.

From 2008 to 2022, the Social Security Administration reported a total cost-of-living (COLA) adjustment of 36.9 percent. During this same time period, the UCW believes Murray State employees received COLA adjustments totaling roughly 17.65 percent and inadequate COLA adjustments have created a serious issue in terms of compression. The group applauds the University’s plan to study this issue with Evergreen Solutions, LLC but hopes this time the administration will follow through. In 2017, the Board of Regents approved a similar study through Simpson Consulting. That study showed that salaries at Murray State fell well below peer institutions. The study was discontinued in 2018 when the administration acknowledged it would not be able to implement the recommendations. Although the new budget processes propose raising the student minimum wage on campus to \$8 per hour, the Board was encouraged

to remember that the federal minimum wage has not increased. Murray State should follow the example set by the University of Kentucky three years ago and commit to raising its minimum wage to \$15 per hour. The Massachusetts Institute of Technology Living Wage Calculator shows that a living wage for a single adult without dependents requires \$15.45 per hour.

The UCW would also like the Board to address retaining and replacing employees. An employee who stays at a job where pay has steadily declined over 14 years does so out of loyalty to the institution and love for their work. Recent surveys conducted by both the Faculty Senate and Staff Congress reveal that loyalty and love are no longer sufficient incentives to recruit and retain the best employees. According to this year's Faculty Senate Engagement Survey, faculty at every rank rate their intent to turnover as higher than their pay satisfaction. 54 percent of respondents to this year's Staff Perspective Survey stated that in the past year they have considered leaving the University for reasons other than retirement. Responses to open-ended questions in both surveys show widespread frustration with high turnover rates and understaffing. Not only have Murray State employees taken significant pay cuts over the years, they have also been asked to pick up the extra slack when their co-workers leave. Discontinuing faculty and staff positions, including outsourcing, has started to cost the University more than maintaining a well-compensated workforce. In particular, the staff have seen wages stagnate far below market standards. Meanwhile, their departments often have to hire temporary or contract staff to do work that sometimes quadruples the cost of a regular employee. This is bad for employee morale as much as it is for the University's bottom line. In light of this concern, the group is troubled by how the University chose to budget for this year's cost-of-living adjustment – by pushing costs onto departments and cutting vacant lines. Workers who have seen years of pay cuts, high turnover and understaffing are, again, being asked to do more with less. Low faculty and staff morale, high turnover and understaffed departments resulting from years of budget reductions will inevitably erode the world-class education Murray State promises its students.

With regard to transparency and collegiality and in the spirit of shared governance, the Board was reminded that the healthiest workplaces foster transparency. For an organization to succeed, workers must trust they have a voice and must be able to use that voice to express real concerns even when the organization leadership might disagree. Unfortunately, far too many responses to Faculty Engagement and Staff Perspective surveys paint a different picture. Too many workers are expressing fear of retaliation. Too many rumors have spread about workers being blacklisted or worse for organizing for better pay and working conditions. The UCW worries that these perceptions have grown and are typically more damaging than recent reports published by the Paducah-based WPSD news station about the University administration's treatment of that entity. UCW has serious misgivings about the devastating budget reduction being imposed upon the student newspaper as reported in a recent editorial by the Murray State News. As employees dedicated to Murray State's mission, the group wants to emphasize that faculty and staff working conditions affect student learning. When incoming students receive their letter of admission, they are promised "a challenging academic program directed by world-class Professors in a small class environment." Students are told that the "opportunities afforded by a Murray State education are endless." These promises to students can only be maintained if the University is able to recruit and retain the best faculty and staff. UCW representatives are present today because they believe in the potential of what Murray State offers its students and the community. In order to help the University fulfill its potential, to truly be the finest place we know, the Board of Regents is asked to give greater scrutiny to troubling conditions as it considers the administration's budget proposal today.

Chair Tharpe expressed appreciation to the United Campus Workers for their participation.

### **Consent Agenda, approved**

Chair Tharpe reported that the following action and "For Information Only" items were included on the Consent Agenda for approval/acceptance (action items denoted with an asterisk):

- Minutes of the Quarterly Meeting and Committee Meetings of the Board of Regents on February 24, 2023\*
- Report of the Registrar (May 2023 Conferral of Degrees)\* – See Attachment #1
- Audit and Compliance Committee (For Information Only)
  - 1) Office of Internal Audit – Internal Audit Work Status Report

- 2) Office of Internal Audit – Summary of Presidential Travel Report
- Finance Committee (For Information Only)
  - 1) Personal Services Contracts – Schedule of Expenditures

Vice Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the Consent Agenda items as submitted. Regent Fitch seconded and the motion carried.

### **Report of the Chair**

#### **360° (Four-Year) Presidential Review Report and President Robert L Jackson's Contract of Employment Amendment, accepted and approved**

Chair Tharpe reported that the Board is in the process of conducting a four-year review of the President. This effort is being led by Vice Chair Owens and Chair Tharpe and every Board member has received the summary evaluation prepared by the Board leadership. Chair Tharpe has received no comments from Board members in regard to the report. Vice Chair Owens and Chair Tharpe met with President Jackson to review the evaluation and agree that the report was well received. While a thorough evaluation was undertaken, it became apparent that one item was not covered in sufficient detail – the University's response to COVID-19 and the effect the pandemic had on this institution. The evaluation noted that the President navigated COVID-19 and the University remained open but there were much deeper issues that had to be addressed relative to the pandemic since there was no roadmap for such a catastrophic event. A staff member was appointed as point person to also help navigate the pandemic. The effort necessary to ensure the University's stability emerging from the pandemic was not adequately covered in the initial evaluation but should have been included in greater detail. As part of this work, the President's spouse – Karen Jackson – played a vital role for the University and her efforts are appreciated. Karen has been a valuable asset to the University. She has hosted numerous events for the University and campus community at Oakhurst, in addition to many dinners and receptions for the Board, donors and dignitaries and other guests. These events were presented in an eloquent manner and serve as a thank you to the Board of Regents and others for the service they provide and for their generosity to Murray State. Mrs. Jackson was instrumental in assisting the School of Nursing and Health Professions as Murray State responded to the pandemic and played a key role in the operation of the Regional Vaccination Center. Mrs. Jackson is a familiar face at football and basketball games, other athletic contests and additional campus events and activities, including Homecoming, Commencement, award programs, retirements, celebrations and ribbon cuttings. She deserves to be recognized and commended for her efforts. Mrs. Jackson received a round of applause.

Chair Tharpe reported the following with regard to the presidential evaluation summary:

It has been said in prior evaluations that President Jackson was quoted as saying the role of Murray State University is to recruit, retain, educate and graduate students and all challenges, opportunities and decisions are dedicated toward that end. On the 29 survey questions asked, there was near unanimous majority of responses by the Board members that were in the "strongly agree" category, there were only a few responses in the "disagree" category and one response in the "strongly disagree" category. This being said, it is recommended that President Robert L Jackson be viewed as having been very effective as President of Murray State University as a result of the 360° presidential review process covering the President's performance over the last four years (2019-23). From the comments received relative to the President's evaluation, the adjective very effective does not do justice to his performance and seems inadequate. Adding the adjectives highly and extremely to effective are more appropriate in describing his performance. As a result of his stellar performance, it is recommended to the Board of Regents that Dr. Jackson's Contract of Employment be extended for an additional one year and that he should receive the same salary increase as others employed at Murray State University. MSU is fortunate to have Dr. Jackson as its 14<sup>th</sup> President. He is the right person for the job and none could do better. President Jackson received a round of applause.

Regent Waldrop moved that the Board of Regents, upon the recommendation of the Chair and Vice Chair of the Board of Regents, accept the Summary Report of the Chair and Vice Chair as it pertains to the President's 360° (Four-Year) Performance Evaluation and approve the President's Employment Contract, as amended and presented, at the annual salary for 2022-23,

plus any 2023-24 salary increases approved for all University employees, effective July 1, 2023. Regent McGowan seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Dr. Meinschein, yes; Mr. Owens, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; and Dr. Tharpe, yes. The motion carried unanimously.

President Jackson expressed appreciation to the Board for their confidence in him and the administration and for their kind words in regard to Mrs. Jackson as she is an important part of the team. The role of President in today's public higher education is difficult and Dr. Jackson appreciates the support of everyone present today. There is currently a great deal of change occurring in higher education and that is experienced daily. The issues being experienced at other universities – such as budget challenges – are not occurring at Murray State due to the leadership of this Board, the University administration, faculty, staff and students. The progress occurring at Murray State and the decisions being made are good ones and progress continues. He appreciates the Board's support of the administration, faculty, staff and students.

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

President Jackson reported the following:

- Appreciation was expressed to the Regents, faculty, staff, students and alumni and friends for a very good year. Reports to be presented later will highlight all of the good things that are happening at this University.
- This has represented the busiest Spring Semester anyone can recall in recent times. This has also represented a very busy Legislative Session. He is grateful to everyone involved in this work.
- Many Regents attended Commencement in May, representing one of the largest graduating classes of 1,681 graduates with students from 37 states and 19 countries being represented. Two ceremonies were held to accommodate the large number of students and all are very proud of Murray State's new graduates – as Commencement represents the key work and ultimate goal for this University.
- The Performance Funding Work Group continues to meet in Frankfort to determine how the model can be improved for all public universities in the Commonwealth. The public university Presidents, Council on Postsecondary Education (CPE) President Dr. Aaron Thompson and legislators serve as members of this Work Group. The Work Group will be submitting recommendations during the next Legislature Session in regard to how to improve the Performance Funding Model moving forward. This represents new money that the institutions could receive. The budget the Board will be asked to approve today includes no new state-appropriated monies. Any new funding will come from the Performance Funding Model which is why it is critical to ensure it is fair and equitable.
- Senate Joint Resolution 98 was passed during the last Legislative Session and represents higher education reform. This legislation will help determine what public higher education in Kentucky looks like in the future. It will identify changes that need to be made and, in addition to the Work Group, a consultant will be retained.
- A report will be provided on the CPE Diversity Plan and appreciation was expressed to Executive Director Duffy, Associate Provost Fister, Executive Director Smith and others who have worked on this initiative in partnership with the CPE.
- A Compensation Peer Review Study process is underway. A report will be developed to illustrate how the University compares to its peer institutions in terms of salaries and benefits. This represents important work that is expected to be completed in the fall. Appreciation was expressed to the members of the Board who serve on the Work Group for the Compensation Peer Review Study.
- A great deal of discussion has occurred relative to cybersecurity internally as well as in Frankfort. Discussions have centered on the importance of academic programs and enhancements that are needed. Cyber Education and Research Center Director Dr. Michael Ramage and his faculty and staff play an integral role in this work, under the leadership of Jones College of Science, Engineering and Technology Dean Dr. Claire Fuller; Director of the School of Engineering Dr. Jamie Rogers and others. The University hosted a number of legislators on campus this spring to tell the story about the cybersecurity Program of Distinction for Murray State, as declared by House Bill 1 in 1997. The program is important to the Commonwealth and the broader region and appreciation was expressed to all for their work in this regard. During the next Legislative Session there will be activity relative to growing cybersecurity challenges.
- Appreciation was expressed to Director of Special Collections and Exhibits Dr. Jeff McLaughlin and Library Specialist Sarah Marie Owens for their work on the centennial book – *The Finest Place We Know*. Appreciation was expressed to Dean of University Libraries Cris Ferguson and the entire committee that worked on planning events to celebrate the 100-year history of Murray State. The University received its first royalty check from the sale of the book and all proceeds will go directly to Pogue Library to be used in an unrestricted manner to enhance this facility.
- Appreciation was expressed to retiring faculty who were recently recognized. These individuals have provided many years of valuable service. The number of University retirees this year was half as

many when compared to last year and over the past several years. All are proud and grateful that the retirement rate caused in part by the pandemic has slowed tremendously over the past year.

- Regents Teaching Excellence Award recipients were highlighted and represent faculty who are being recognized for their good work in the classroom, conducting research and in other areas. Appreciation was expressed in this regard.
- As part of the Curris Center renovation project, the first Ribbon Cutting was held for the new Center for Student Involvement which is now housed in a more visible location on the second floor. The Center houses Greek Life, Student Government Association and other student activity areas and appreciation was expressed to Regent McGowan for her work in this regard. A more detailed report on work that continues in the Curris Center will be presented later today.
- The efforts of Executive Director of Development Dr. Tina Bernot; MSU Foundation President Dr. David Durr and Consultant and alumnus Dr. Alan Zacharias in regard to the centennial capital campaign were highlighted and a more detailed report will be provided. The Office of Development is crucial in today's environment as the work of this unit represents how the University grows scholarships, enhances campus and advances Racer Athletics and academic excellence. In terms of the capital campaign, 50 percent of funds raised will be dedicated for scholarships and need-based aid. The remaining 50 percent will be utilized for academic support, enhancements and improvements.
- The 2023 class honored during the Distinguished Alumni Banquet was recognized and appreciation was expressed to Director of Alumni Relations Carrie McGinnis and her office for their work in this regard. This represented a standing room only event and all involved did an excellent job bringing it to fruition.
- The Murray State University Foundation, Inc., was recognized and appreciation was expressed to this separate entity, as well as the MSU Alumni Association Board of Governors, for the good work that is occurring in these areas. This Board has accepted the Foundation gift of the Sorority Suites to the University, along with \$250,000 for needed improvements and upgrades to these facilities.
- The budget being presented today includes scholarship enhancements to assist with student recruiting and retention.
- After being absent from campus for several years, the University is once again hosting the Governor's Scholars Program (GSP). Regent Shemberger will serve as GSP Program Director and has played a vital role in this process. All are proud to be able to host the program once again for 350 of the best and brightest students in the Commonwealth. Regent Meinschein's son will be a part of this group and is also a member of the Commonwealth Honors Academy – one of few students participating in both activities. The Commonwealth Honors Academy is important to recruiting and retention and the academic life of this University. The MSU Foundation helped start this program many years ago and has continued to fund it at a high level to assist the University and all are very appreciative. Of those students who participate in the Governor's Scholars Program, 42 percent matriculate to Murray State and represent a positive addition to campus.
- The Road Scholars program was reinvigorated in 2018 and the MSU Foundation also assists in funding this initiative.
- Appreciation was expressed to Vice President Dudley; Interim Director of Accounting and Financial Services Stephanie Jennings; Bursar and Director of Student Financial Services Wendy Cain and their entire teams for work in preparing the 2023-24 University Budget that will be presented later today for Board approval. Appreciation was also expressed to Vice Presidents Todd and Robertson, the Deans and Chairs, President's Executive Council, Chair Tharpe and Vice Chair Owens, the Budget Advisory Committee and faculty, staff and students for their advice and counsel. A Town Hall meeting was held to outline the budget in its entirety to the campus community and meetings are held regularly with the Faculty/Staff Leadership Council. This represents a shared governance approach to this work and the efforts of all are greatly appreciated. Creating new budgets when there are no new appropriated dollars is not easy and all had to be creative in many different areas in order to ensure cost-of-living increases could be provided to University employees.
- The overall guiding principle for the University Budget being presented today was making sure to take care of people – faculty and staff. The cost-of-living adjustments represent a tiered approach and increases amount to 3.3 to 5.5 percent. Care was taken to ensure the lowest paid employees received a higher percentage increase than the highest paid individuals. This represents a 4.57 percent average COLA increase – the highest in 23 years. All are very proud of this work and appreciation was expressed to those who played a role in the process. The University also made the decision on its own to raise the minimum wage so no student will be paid less than \$8 per hour.
- Approximately 72 percent of the University's budget is enrollment driven – tuition and fees – and all employees are recruiters. Slightly less than 75 percent of the budget is people – salaries, benefits and pensions – which represents a significant portion of the overall budget. The budget also includes \$1.8 million for new scholarships as part of the institutional scholarship grid. There are no cuts in the budget being presented from the standpoint of overall revenue for the institution. There are no new state dollars and a great deal of reallocation – working in conjunction with the Deans and Chairs – that has been utilized to ensure faculty, staff and student needs are addressed. Many months ago, an initial pool of \$5 million was put in place to address cost-of-living adjustments, increases to benefits and increased pension costs. The University's health insurance plan increased \$1.4 million over the past year but none of this cost has been passed along to employees. Work will be undertaken to

determine how to better manage the healthcare plan and these efforts will be significant. Pensions increased by \$341,300 and this will continue over the next several years. Every year, regardless of whether the University receives new money, it will see an increase in pension costs. In five years when the increases in pension costs end, 89 to 90 percent of salaries for all employees in KERS will be paid back to the pension system. The total reallocation that had to be identified inside the University Budget was \$6.2 million.

- Appreciation was expressed to Regent Fitch for his work as Chair of the Buildings and Grounds Committee, Director of Facilities Management Jason Youngblood and Associate Director of Facilities Design and Construction Angela Lampe. There are more projects occurring on campus than ever before and highlights for Wrather Hall were provided. Chair Tharpe applauded President Jackson and staff for resurrecting this building. The facility is now functional in terms of teaching, learning and student activities and the renovations and repairs helped preserve a piece of Murray State history.
- The President's Diversity and Inclusion Dinner was held a few weeks ago, hosted by Executive Director of the Office of Multicultural Initiatives, Student Leadership and Inclusive Excellence Dr. SG Carthell and his office. The administration interacts with these students often to keep them abreast of what is occurring on campus and provides an opportunity for them to ask questions. This represents yet another recruiting and retention initiative that is important to the life of this institution.
- Additional initiatives that have been undertaken to enhance student recruiting and retention were highlighted. Approximately 52 percent of Murray State students who graduate have no known student debt. It is believed that no other institution in the Commonwealth can make the same claim. Initiatives in regional states were also outlined and have been highly successful.
- Appreciation was expressed to Regent Meinschein for his recruiting efforts, all regional school Superintendents who are part of the West Kentucky Educational Cooperative and other K-12 administrators. Opportunities to bring guests and potential students to campus were outlined.
- Program review work is undertaken on a regular basis to ensure the University is meeting the needs of the region, economy and workforce. The efforts of all in this regard are very much appreciated.
- This past year represents the first for the University since becoming a member of the Missouri Valley Conference (MVC). This season led to student-athlete Payton Carter being recognized as MVC Golfer of the Year.
- A legislative update will be provided later but appreciation was expressed to Chair Tharpe, Vice Chair Owens, Regents Gray and McGowan and Executive Director Smith who are actively helping to advance Murray State's interests in Frankfort and Washington, DC. This work is also how the University will garner additional funds.
- Appreciation was expressed to Chair Tharpe who has served this Board and University well over the past six years. His service is very much appreciated and his focus on campus asset preservation has been invaluable. Photographs were shown highlighting Chair Tharpe's time on campus. Chair Tharpe indicated it was his honor to pay back to this University that has meant so much to him, stating he would do it all over again.

### **Treasurer's Report, accepted**

Vice President Dudley reported the following with regard to the Report of the Treasurer – Quarterly Financial and Investment Reports for the period of July 1, 2023, through March 31, 2023 (third quarter):

- In terms of major assets – cash is down for the third quarter compared to last year. Since March of 2022 the University closed a fiscal year in which there were market losses due to investment activity mainly in the Foundation. Several capital projects were also funded and these represent the primary reason for the change in cash. Accounts receivables are flat but Coronavirus Aid, Relief and Economic Security (CARES) Act funding that was applied to student accounts to help shore up this area are also no longer available. A component of working capital is represented by campus inventories and those are up for the same reasons. Net position appears to have increased over the past several years due to year-end pension adjustments. Pension numbers for the last few years, due to market performance, have done well. These market adjustments run one year behind so this year's pension numbers will be based on Fiscal Year 2022 (FY22) figures. Total revenues and expenditures have remained relatively flat due primarily to pension adjustments. Expenditures are up due to the University anticipating an increase in its pension liability at June 30 due to FY22 market performance. The percent of budget that has been used for revenues and expenditures is very much in line with those from the prior two years.
- The overall balance sheet for the institution was provided, along with explanations for fluctuations. This is due exclusively to pension adjustments at year-end and the estimate being made this year.
- The tuition forecast is \$2 to \$3 million down from meeting budget which is a small percentage of the overall budget. This will in large part be covered with the \$2 million contingency included in the budget.
- The Education and General (E&G) Fund represents how the University operates daily – including tuition, state appropriations, salaries and operating costs. Fluctuations are not large with regard to the E&G Fund and are related to pensions.



Vice Chair Owens 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, 2022, through March 31, 2023, as presented. Regent Shemberger seconded and the motion carried.

(See Attachment #2)

### **Murray State University Council on Postsecondary Education Diversity Plan Update, received**

Executive Director Duffy provided an update on the CPE Diversity Plan with the following highlights:

- The Diversity Plan includes, but is not limited to, active living and evolving diversity work. This involves ongoing engagement and retooling as necessary.
- Formerly the Kentucky Plan, the Diversity Plan received its genesis in 1981 with the Office of Civil Rights pushing all of higher education to do more in terms of diversity. That work would span 25 years in the Commonwealth and evolve with meeting all of the goals and objectives in or around December 2008. The Commonwealth desired to continue this work and evolved the Kentucky Plan into the current Diversity Plan.
- The Diversity Plan is statutorily mandated with the CPE being able to deny approval of any new academic programs to any institution that has not met established goals. The Committee on Equal Opportunities is the CPE entity that provides leadership and conducts the evaluation. Unlike the Kentucky Plan that looked at progress year over year, Diversity Plan progress is tied to goals that were set in 2015 (pre-pandemic) by the CPE. Murray State – like all other institutions in the Commonwealth – looked at the two major components of the Diversity Plan which amount to 18 numerical points and 18 qualitative points. The numerical categories the CPE Committee on Equal Opportunities reviews includes undergraduate underrepresented minority (URM) enrollment, graduate URM enrollment, URM retention and low-income (LI) retention, URM six-year graduation rate, LI six-year graduation rate, URM degrees, LI degrees and overall workforce diversity (faculty and staff leadership). In considering these components, the institutions have an opportunity to talk in a narrative format about what they are doing that cannot necessarily be quantified, as well as those components that can be quantified (such as enrollment). This year Murray State received 28 out of a possible 36 points. Even though the University met its goal, it does not intend to rest on those laurels. MSU is constantly looking for ways to improve and how to move the dial on the various components.
- The Committee on Equal Opportunities annually reviews the numerical and qualitative points and the data runs one year behind.
- Murray State has enjoyed a long-standing reputation of providing opportunities that benefit students, faculty and staff and select diversity institutional initiatives were outlined for the Board.
- Confirmation was provided that diversity initiatives at the program and departmental levels should be shared with the Provost's Office so they can be included in reporting to the CPE. A significant portion of this work includes informing the CPE about diversity initiatives the University already has in place.

Chair Tharpe commended Executive Director Duffy's efforts with regard to diversity and inclusion on behalf of the University. Given the current national environment, it is important to keep diversity, equity and inclusion initiatives front and center.

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

### **Committee Reports/Recommendations**

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

Melony Shemberger – Chair  
Jessica Evans  
Virginia Gray  
David Meinschein  
Emily Roark

Regent Shemberger called the Academic Excellence and Scholarly Activities Committee to order at 9:48 a.m. and reported all other members were present. Appreciation was expressed to the Regents who attended the Faculty Awards Dinner in April as there was significant support from this Board. This was well received by the faculty in attendance. Provost Todd thanked Regent Shemberger for the leadership role she will assume with the Governor's Scholars Program as her willingness to do so is very much appreciated. The proposal that was put forth to host the

program represented a truly collaborative team effort among units from across campus. This program began in 1983 and was designed to be focused on rising seniors (and some juniors that summer).

**Academic Program Changes, approved**

Provost Todd reported that the following academic program changes were presented to the Academic Council during the 2023 Spring Semester.

**ADDITIONS**

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**Certificates**

**Undergraduate**

- ◆ Applied Statistics
- ◆ Commercial Banking
- ◆ Cybersecurity Analyst
- ◆ Diverse Student Populations
- ◆ Medical and Health Humanities

**Graduate**

- ◆ Applied Statistics
- ◆ Forensic Accounting
- ◆ Occupational Safety and Health/Environmental Health and Safety
- ◆ Occupational Safety and Health/Industrial Hygiene
- ◆ Occupational Safety and Health/Safety Management

**Minors**

- ◆ Arts Administration
- ◆ Intercultural Studies
- ◆ Literature
- ◆ Medical and Health Humanities
- ◆ Music Studies

**RETIREMENTS**

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CIP Code	Degree Program	Program Degree
24.0101	Liberal Arts	Bachelor of Arts/Science
13.1312	Music Education	Master of Music Education

Provost Todd expressed appreciation to the faculty involved in these efforts which are responsive to the current academic environment on a national level. These recommended academic program changes have been approved by the Academic Council and the Office of the Provost and Vice President for Academic Affairs.

On behalf of the Academic Excellence and Scholarly Activities Committee, Regent Roark moved that the Board of Regents, upon the recommendation of the President of the University, approve the academic program changes listed above. Regent Gray seconded and the motion carried.

**Full Board Action – Academic Program Changes, 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 academic program changes as outlined. Regent Fitch seconded and the motion carried.

**2023 Board of Regents Teaching Excellence Awards, approved**

Provost 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. This represents the highest award a faculty member can receive from the Board.

The 2023 recipients of the Regents Teaching Excellence Awards are:

- ◆ **Dr. Najib Sahyoun** ..... **Arthur J. Bauernfeind College of Business**
- ◆ **Dr. Alison Brown** ..... **College of Education and Human Services**
- ◆ **Dr. Jana Hackathorn**..... **College of Humanities and Fine Arts**
- ◆ **Dr. Thérèse Saint Paul** ..... **College of Humanities and Fine Arts**
- ◆ **Mr. Jacob Hildebrant**.....**Jesse D. Jones College of Science, Engineering and Technology**
- ◆ **Dr. Joshua Ridley** .....**Jesse D. Jones College of Science, Engineering and Technology**
- ◆ **Dr. Megan Taylor** ..... **Hutson School of Agriculture**
- ◆ **Dr. Jennifer Rogers** .....**School of Nursing and Health Professions**

On behalf of the Academic Excellence and Scholarly Activities Committee, Regent Gray 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 2023. Regent Meinschein seconded and the motion carried.

**Full Board Action – 2023 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 2023:

- ◆ **Dr. Najib Sahyoun** ..... **Arthur J. Bauernfeind College of Business**
- ◆ **Dr. Alison Brown** ..... **College of Education and Human Services**
- ◆ **Dr. Jana Hackathorn**..... **College of Humanities and Fine Arts**
- ◆ **Dr. Thérèse Saint Paul** ..... **College of Humanities and Fine Arts**
- ◆ **Mr. Jacob Hildebrant**.....**Jesse D. Jones College of Science, Engineering and Technology**
- ◆ **Dr. Joshua Ridley** .....**Jesse D. Jones College of Science, Engineering and Technology**
- ◆ **Dr. Megan Taylor** ..... **Hutson School of Agriculture**
- ◆ **Dr. Jennifer Rogers** .....**School of Nursing and Health Professions**

Vice Chair Owens seconded and the motion carried.

**Professor Emeritus Designations, approved**

Provost Todd reported that 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 *Professor Emeritus* designation:

<b>Tony Brannon</b>	<i>Agricultural Science</i>	<b>1988 - 2022</b>
<b>Terry Canerdy</b>	<i>Veterinary Technology and Pre-Veterinary Medicine</i>	<b>1984 - 2022</b>
<b>Cindy Clemson</b>	<i>Adolescent, Career and Special Education</i>	<b>1993 - 2023</b>
<b>James Clinger</b>	<i>Political Science and Sociology</i>	<b>2002 - 2023</b>
<b>Katy Garth</b>	<i>Nursing</i>	<b>1993 - 2023</b>
<b>Randal Keller</b>	<i>Occupational Safety and Health</i>	<b>1996 - 2023</b>
<b>Suguru Nakamura</b>	<i>Biological Sciences</i>	<b>2003 - 2022</b>
<b>Paula Waddill</b>	<i>Psychology</i>	<b>1994 - 2023</b>
<b>Timothy Wallin</b>	<i>English and Philosophy</i>	<b>2012 - 2023</b>

These appointments have the support of the Provost and Vice President for Academic Affairs.

On behalf of the Academic Excellence and Scholarly Activities Committee, Regent Roark 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, 2023:

Regent Evans seconded and the motion carried.

**Full Board Action – Professor 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 following faculty members, effective July 1, 2023:

<b>Tony Brannon</b>	<i>Agricultural Science</i>	<b>1988 - 2022</b>
<b>Terry Canerdy</b>	<i>Veterinary Technology and Pre-Veterinary Medicine</i>	<b>1984 - 2022</b>
<b>Cindy Clemson</b>	<i>Adolescent, Career and Special Education</i>	<b>1993 - 2023</b>
<b>James Clinger</b>	<i>Political Science and Sociology</i>	<b>2002 - 2023</b>
<b>Katy Garth</b>	<i>Nursing</i>	<b>1993 - 2023</b>
<b>Randal Keller</b>	<i>Occupational Safety and Health</i>	<b>1996 - 2023</b>
<b>Suguru Nakamura</b>	<i>Biological Sciences</i>	<b>2003 - 2022</b>
<b>Paula Waddill</b>	<i>Psychology</i>	<b>1994 - 2023</b>
<b>Timothy Wallin</b>	<i>English and Philosophy</i>	<b>2012 - 2023</b>

Regent Fitch seconded and the motion carried.

**Appointment of Dean – Hutson School of Agriculture – Dr. Brian A. Parr, approved**

Provost Todd reported that Dean of the Hutson School of Agriculture Dr. Tony Brannon retired, effective December 31, 2022. Since that time, Dr. Brian Parr has served as Interim Dean. A national search, led by Senior Associate Provost Pervine, was conducted and Dr. Parr was the unanimous selection of the Search Committee. Dr. Parr received his Ph.D. from Oklahoma State University and his master's and bachelor's degrees from the University of Tennessee. He joined the Murray State faculty in 2015 as Professor and Head of the Department of Agricultural Science. He served as Assistant Dean from July 1, 2017, to December 31, 2022. This appointment has the support of the faculty and staff from the Hutson School of Agriculture and the Office of the Provost and Vice President for Academic Affairs.

On behalf of the Academic Excellence and Scholarly Activities Committee, Regent Meinschein moved that the Board of Regents, upon the recommendation of the President of the University, approve the appointment of Dr. Brian A. Parr as Dean of the Hutson School of Agriculture, effective July 1, 2023, at a fiscal year salary of \$150,000. Regent Evans seconded and the motion carried.

**Full Board Action – Appointment of Dean – Hutson School of Agriculture – Dr. Brian A. Parr, 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 appointment of Dr. Brian A. Parr as Dean of the Hutson School of Agriculture, effective July 1, 2023, at a fiscal year salary of \$150,000. Regent McGowan seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Dr. Meinschein, yes; Mr. Owens, yes; Mrs. Roark, yes; Dr. Shemberger, yes, but abstain as to salary; Mr. Waldrop, yes; and Dr. Tharpe, yes. The motion carried unanimously.

Dr. Parr received a round of applause.

**Adjournment**

The Academic Excellence and Scholarly Activities Committee adjourned at 10:24 a.m. The Board adjourned for a break beginning at 10:24 a.m.

**Reconvene**

Chair Tharpe reconvened the Board of Regents Quarterly and Committee meetings at 10:35 a.m.

**Athletics Committee**

Don Tharpe – Chair  
Robbie Fitch  
David Meinschein  
Emily Roark

Chair Tharpe called the Athletics Committee to order at 10:35 a.m. and reported all other members were present.

**Department of Athletics Update, received**

President Jackson expressed appreciation to Director of Athletics Yantko for his efforts over the last ten months. Director of Athletics Yantko provided a Department of Athletics update with the following highlights:

- Appreciation was expressed to Chair Tharpe for his dedication to student-athletes and he received a round of applause. During the interview process Mr. Yantko made it clear that, if given the opportunity to serve as Director of Athletics, Mr. Yantko would put student-athletes first and foremost as a top priority. That work starts with the Board and the assistance of all is appreciated. Student-athletes represent the University in the best way possible and efforts in this

regard continue to be enhanced.

- This has represented a very competitive year as the first since transitioning to the Missouri Valley Conference (MVC). Many great initiatives and new systems have been implemented and this would not have been possible without the support of the Board, the vision President Jackson has for Athletics, the Vice Presidents, General Counsel Miller, Executive Director Bernot, Director of Human Resources Courtney Hixon, Dean of the Bauernfeind College of Business Dr. David Eaton, Director McGinnis, Interim Chief of Police Ryan Orr, Executive Director Duffy and others.
- Guiding principles since the start have been to innovate as a department, initiate a new direction, incentivize support and inspire Racers everywhere.
- Strategic priorities have been developed and as the capital campaign evolves, work will include how to support and grow Racer Athletics. Specific strategic priorities include investing in the student-athlete experience (people). Experiences on campus will serve student-athletes from recruitment to retirement. Also included is investing in recruiting and revenue generation (places). This priority involves implementing strategies to generate engagement within the community and beyond to grow revenues and the Racer brand. The third strategic priority is investing in success (programs). This will help position sports programs to compete for and win championships.
- The launch of the new Dennis Jackson Leadership Program was made possible through the generous support of Regent Owens and Swift & Staley. This program focuses on career readiness; leadership and civic engagement; Name, Image and Likeness preparedness and brand management; financial literacy (in partnership with CFSB) and mental health resources and educational opportunities.
- Student-athletes have reached the 38<sup>th</sup> straight semester with a 3.0 grade point average (GPA). This is a testament to the quality of the students and staff, especially Coaches who believe in the Mission for Athletics. The highest GPA in Racer history – 3.27 – was achieved in the 2023 Spring Semester.
- In terms of community service and impact, the Dennis Jackson Leadership Program has led to higher quality and directed participation in community service in all 15 sport programs. This year set a record as the highest ever for community service hours of impact and more than doubled 2021-22 numbers. Nearly \$2,000 has been raised and over 2,000 items were donated during the Racer Day of Service. The program was able to impact and service 22 different organizations in the region as a result of this effort which illustrates the servant-leadership mentality that is embraced in Racer Athletics.
- Performance of sports programs during the first year in the Missouri Valley Conference was strong. All expect that these programs will continue to accelerate as resources are expanded and programs are evaluated. Every team made it to either the Ohio Valley Conference (OVC) or Missouri Valley Conference Tournaments but continued investment in this area will be crucial to success. Soccer was MVC Championship Runner-Up; Baseball won two games in the MVC Tournament; Men's Basketball won a game in the MVC Arch Madness Tournament; Women's Basketball won a game in the MVC Hoops in the Heartland Tournament and Track and Field earned MVC Indoor Runner-Up and MVC Outdoor Runner-Up honors. Two Track student-athletes are still competing at the national level in Austin, Texas. The Rifle team finished 8<sup>th</sup> in Final National Rankings and were OVC Rifle Conference Champions. Football had its top recruiting class in program history based on star-rankings. Track and Field had a record year of participants for the National Collegiate Athletic Association Qualifier with five student-athletes and Nationals with two players. Sports programs had one Coach of the Year, five All-Americans, 40 All-Conference student-athletes and three Players of the Year. All are proud of the Coaches and staff for helping position these student-athletes for success both on the field and off.
- Athletics revenue growth since September has included the highest fundraising year ever with a 53 percent increase in donations. There was a 29 percent increase in the number of donors – the highest number of donors ever. Athletics also received the highest single gift since 2014 in the amount of \$250,000 from Swift & Staley. There was a record number of major gifts (over \$25,000) for the year and six commitments were received in January alone. On the first-ever Day of Giving, \$204,000 was raised. A sophisticated renewal system has also been created representing the first Racer Club renewals mechanism ever.
- Athletics had its top sponsorship revenue and partner year ever, representing a 27 percent increase, and its second highest ticket revenue year ever with a 10 percent increase in Men's Basketball and 96 percent renewal rate. Appreciation was expressed to the University's great donors, partners and friends of Racer Athletics.
- The Racers Classroom of the Month represents an exciting initiative that will launch this summer. Two classrooms will be recognized each month starting in August within the 18-county service region, southern Illinois, northwest Tennessee and beyond. The Coaches and mascot Dunker will visit these classrooms to promote Racer Athletics and serve as a recruitment tool to engage students from Kindergarten through 8<sup>th</sup> grade.
- The Rally Program (brand enhancement) continues to accelerate with over 200 new members and 500 yard signs have been distributed around the area. Photos were shown of the new St. Louis billboards that are centered in key locations along major roadways. These billboards

- produced 800,000 engagements around the MVC Tournament.
- The M Club has been revived and there are over 600 individuals who have re-engaged. A new element will be brought on board in the fall – the former letter winner and engagement celebration.
- The Winner’s Circle has been revived and is now recognized as an official student organization. The goal is to have representation from every student organization or entity on campus in an effort to engage the entire student population with Racer Athletics. The initiative has been received positively and will provide an avenue to further enhance the overall student experience. Appreciation was expressed to Regent McGowan for her efforts in this regard.
- Racer Athletics has prioritized its social media strategy and must continue to lean into digital spaces because it represents the fastest way to tell the University’s story and enhance recruiting opportunities while also growing the MSU brand and providing exposure for the institution. As a result of these efforts, engagement increased 2000 percent with over 2,500 new followers since September. Over one million impressions have also been received as of January 2023.
- Appreciation was expressed to Director Youngblood and his team as there are several Athletics capital projects underway, all funded through private support. The CFSB LED Lights project will represent a massive enhancement to the fan experience in the arena. For Baseball and Softball, Athletics is getting closer to wrapping up plans for a Performance Center which will provide these student-athletes with the opportunity to train every day of the year. Branding renovations and enhancements are being developed for the Gene Wells Ray Center Lobby and team area. This represents an effort to enhance spaces Athletics already has and increase recruitment excitement. Construction will begin soon for the Football Team Room and Player Lounge and this work includes shower construction. These spaces must continue to evolve to meet the needs of the players and teams. Ultimately, Football offices will be moved back to the lowest level of Stewart Stadium (Performance Center) where they were previously located and a Football and Olympic Sport Office space created. Future capital projects will be incremental but monumental with the goal of prioritizing recruiting and revenue generation, enhancing the entertainment value of the community and region and preparing for possibilities.

This update was provided for informational purposes only and required no Board action.

**Women’s Basketball Head Coach Rechelle Turner – Contract of Employment Amendment, approved**

Director Yantko reported that in order to have contract consistency, particularly for Men’s and Women’s Basketball, an amendment to the Contract of Employment for Women’s Basketball Head Coach Rechelle Turner is being proposed. The amendment will include adding a media requirement for Coach Turner to have opportunities to showcase her program and increase exposure while continuing to make enhancements.

On behalf of the Athletics Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University and the Director of Athletics, approve the successor agreement addendum to the Contract of Employment for Women’s Basketball Head Coach Rechelle Turner. Regent Waldrop seconded and the motion carried.

**Full Board Action – Women’s Basketball Head Coach Rechelle Turner – Contract of Employment Amendment, approved**

On behalf of the Athletics Committee, Chair Tharpe moved that the Board of Regents, upon the recommendation of the President of the University and the Director of Athletics, approve the successor agreement addendum to the Contract of Employment for Women’s Basketball Head Coach Rechelle Turner. Vice Chair Owens seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Dr. Meinschein, yes; Mr. Owens, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; and Dr. Tharpe, yes. The motion carried unanimously.

**Women’s Soccer Head Coach Matt Lodge – Contract of Employment Amendment, approved**

President Jackson reported that an amendment to the Contract of Employment for Women’s Soccer Head Coach Matt Lodge is being recommended. This will extend Coach Lodge’s current contract to December 31, 2025.

On behalf of the Athletics Committee, Regent Meinschein moved that the Board of Regents, upon the recommendation of the President of the University and the Director of Athletics,

approve the successor agreement to the Contract of Employment for Women's Soccer Head Coach Matt Lodge. Regent Fitch seconded and the motion carried.

**Full Board Action – Women's Soccer Head Coach Matt Lodge – Contract of Employment Amendment, approved**

On behalf of the Athletics Committee, Chair Tharpe moved that the Board of Regents, upon the recommendation of the President of the University and the Director of Athletics, approve the successor agreement to the Contract of Employment for Women's Head Soccer Coach Matt Lodge, extending his contract to December 31, 2025. Regent Shemberger seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Dr. Meinschein, yes; Mr. Owens, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; and Dr. Tharpe, yes. The motion carried unanimously.

Vice Chair Owens reported that he and Chair Tharpe had the privilege of serving on the Search Committee for the new Director of Athletics. All appreciate Director Yantko's leadership of the Department of Athletics. He has an excellent team in place that is doing a great job.

**Adjournment**

The Athletics Committee adjourned at 10:52 a.m.

**Audit and Compliance Committee**

Tom Waldrop – Chair  
Ellie McGowan  
Leon Owens  
Emily Roark  
Don Tharpe

Regent Waldrop called the Audit and Compliance Committee to order at 10:52 a.m. and reported all other members were present. There is no business before the Audit and Compliance Committee but he wanted the Board to know that Rhonda Henderson, Internal Auditor, has been promoted to another position on campus and the search for her replacement is underway.

**Adjournment**

The Audit and Compliance Committee adjourned at 10:54 a.m.

**Marketing and Community Engagement Committee**

Jessica Evans and Emily Roark – Co-Chairs

Virginia Gray  
David Meinschein  
Tom Waldrop

Regent Evans called the Marketing and Community Engagement Committee to order at 10:54 a.m. and reported all other members were present.

**Be Bold: Forever Blue and Gold Centennial Campaign Update, received**

Executive Director Bernot provided an update on the Be Bold: Forever Blue and Gold Centennial Campaign with the following highlights:

- To date, the Development team and donors have given \$6.3 million in support with 28 days remaining in the fiscal year. Since this report was prepared, a new seven-figure commitment has been received, in addition to \$70,000 more in Athletics giving. Donors are answering the call and want to be involved in the capital campaign and the University is incredibly grateful for their support.
- There is over \$1 million in new planned gifts which are estate or special gifts that are developed with financial planners or attorneys. These gifts have tremendous and transformational impact on programs across campus. Examples of very generous donors were provided, including the Krieger Planned Estate Gift, Pat Summerville Estate Gift and the Yates Planned Estate Gift. All will benefit students.

- The University received over \$500,000 for student success and support which is incredibly important to the student experience. Not only are students learning in the classroom and participating in activities but they need support in various other areas. The Siener Family has graciously committed a significant gift to help Student Disability Services, representing a special segment of the student population that needs support in order to be successful. Their gift is already having an impact on campus. Students majoring in Early Childhood and Elementary Education will benefit from a new gift from the Harned Family. The Office of Development is actively working to secure additional support that will allow students to pursue this major. The Clark Family has established a scholarship that will support first-generation students from Calloway County High School who attend Murray State. Dr. Kala Stroup – a former Murray State President – donated \$10,000 to the University Libraries for presidential papers processing and established a \$50,000 endowed fund to support nonprofit leadership student internships.
- A new corporate gift of \$100,000 for the Anthem Medicaid Rural Medicine Scholarships was announced to support students majoring in healthcare-related fields such as nursing, pre-medicine, pre-dentistry, etc. Over the last year, Anthem has pledged more than \$500,000 toward the education of future healthcare workers in Kentucky.
- A new endowed scholarship in the amount of \$27,000 from ATA CPAs + Advisors will provide financial assistance for students pursuing an education in the field of accounting.
- As part of the University's commitment to diversity, equity and inclusion, the Office of Development has worked diligently to connect with donors who are interested in supporting these programs. Development has met its goal the past two years of increasing diversity support for URM students and programs by 10 percent. Donors have really stepped up and committed to diversity.
- Recent memorial scholarships include the Krissa S. Dudley Memorial Scholarship that was established by her parents. Krissa is a 2003 and 2005 Racer graduate. The gift will support female Occupational Safety and Health students. The Randy Lee McDonald Memorial Scholarship has been established for undergraduate student awards, with an emphasis on Lyon County-connected students. Appreciation was expressed to Vice President Dudley, Director/Bursar Cain and the MSU Foundation for ensuring these funds are able to be awarded on campus.
- New commitments in the amount of \$600,000 have been received to support academic excellence. Teaching and learning is a major pillar for the capital campaign and represents the University's mission. A brand new, first-time Endowed Professorship has been created in agricultural sciences through the generous support of Ray and Jewel Thomas Futrell. Dr. Jesse D. Jones continues to support his Endowed Professorship in the Jones College of Science, Engineering and Technology. Development is also working on a new Endowed Professorship for a recently-retired faculty member. More in this regard will be announced this fall.
- Now is the best time for those who are interested to establish an endowed fund in STEM-H fields because Kentucky is offering a matching program. Murray State has been given \$1.5 million available to match dollar-for-dollar – one-half for endowed scholarships and the other half for endowed faculty positions. MSU donors are taking advantage of this and it is expected the \$1.5 million goal will be reached by the fall.
- The Strategic Modernization of Campus Facilities is also a pillar of the capital campaign. President Jackson and the Vice Presidents are directly in line with the vision and priorities of the University and share that clearly with the Office of Development, alumni and friends. Donors want to help the University fulfill its vision. A current Cybersecurity Lab Renovation Project will represent a \$1.5 million endeavor. Lana Porter and Dick Anderson – both generous alumni – are leading a fundraising project to make personal lead gifts to support this effort. The University will not only reach out to alumni but will also be recruiting corporate and Foundation support. This will have a great impact on the University's Program of Distinction in Cybersecurity.
- Director Yantko may go down in history as the best fundraising Athletics Director ever as he has raised over \$520,000 in a relatively short period of time. Athletics Development Director Taylor Mudd has been instrumental in this work. Appreciation was also expressed to Vice Chair Owens for his incredible support in this regard as it is already having a tremendous impact.
- In honor of the University's centennial, Tommy and Sandy Draffen made a \$117,000 gift commitment last fall. The Reagan Family and Rick Nichols have continued to support Racer Baseball and Softball. This represents an excellent example of how legacy families and successful programs garner new support.
- Donor engagement and communications are crucial to the work of the Office of Development in order to share information, tell the University's story and try to engage and inspire alumni, friends and corporations to want to be involved in this successful effort. Director of Donor Engagement and Communication Christian Barnes is doing a wonderful job with his team. This work fills the pipeline and grows the pie to help the University continue to fuel the work and projects it wants to accomplish. As a result of these efforts, over \$531,000 has been raised.
- The Student Alumni Ambassadors are fantastic and bring passion and excitement to the work of the Office of Development.
- A National Campaign Leadership Council has been assembled. The membership represents successful, committed alumni across the country who have stepped up to helping the University be successful in this effort. David Dill has agreed to serve as the National Campaign Council Chair and has been a very generous alumnus over the years. The individuals on the Leadership Council will



help the University connect to alumni from their networks and in their geographical locations. They will also help share the message of the campaign and what Murray State wants to do in order to take the University into the next century of service.

This update was provided for informational purposes only and required no Board action.

### **Naming Opportunity – Dr. Don I. Tharpe Lecture Hall – School of Engineering, approved**

Executive Director Bernot reported that Dr. Don I. Tharpe has had a distinguished career in Association Management, spanning more than 35 years. He served as Chief Operations Officer of the Certified Financial Planner (CFP) Board of Standards, Inc., a nonprofit organization headquartered in Washington D.C. that serves the public interest by promoting the value of professional, competent and ethical financial planning services, as represented by those who have attained the CFP certification. Dr. Tharpe also served as President and Chief Executive Officer (CEO) of the Pan American Health and Education Foundation which is a U.S.-based public charity that works with the Pan American Health organization and other strategic partners to mobilize resources and jointly address key public health priorities. Dr. Tharpe served as President and CEO of the Congressional Black Caucus Foundation which was established in 1976 as a nonprofit, nonpartisan public policy, research and educational institute focused on leadership education, public health, economic development for African American and other underserved populations. Prior to that appointment, he was Executive Vice President and Chief Operating Officer of the Council on Foundations (COF), a nonprofit membership association of more than 2,000 grantmaking foundations and corporations.

Dr. Tharpe was also Executive Director of the Association of School Business Officials International (ASBO), a position he held for 12 years. ASBO is a nonprofit professional membership association that provides programs and services to promote the highest standards of school business management practices, professional growth and the effective use of educational resources. Before holding that post, he was ASBO's Director of Professional Programs. For more than seven years prior, Dr. Tharpe held multiple senior level positions at the Association for Career and Technical Education, including Assistant Executive Director for Membership, Assistant Director of Government Relations and Director of Administrative Services. Prior to his career in association management he was employed at the Missouri State Department of Education as its Director of Trade and Vocational Education.

In addition to Dr. Tharpe's extensive management background, he has consulted for a number of nonprofit organizations, written numerous articles on association management and served on the Kentucky Judicial Commission and on the Boards of several nonprofit organizations, including the United Way of the Bluegrass and the Bluegrass Chapter of the American Red Cross. He is a member of the American Society of Association Executives (ASAE), former Vice Chair of the Board and ASAE Fellow, an honor bestowed on fewer than 200 of its 25,000 members. Dr. Tharpe is a member of Alpha Phi Alpha Fraternity, Inc. and is Chair of the Alpha Beta Lambda Chapter's educational foundation. In 2005, Kentucky Governor Ernie Fletcher conferred the honor of Kentucky Colonel on Dr. Tharpe. In 2017, Governor Matthew Bevin appointed Dr. Tharpe to the Murray State University Board of Regents. He served as Chair of the Audit and Compliance Committee and Chair of the Athletics Committee during his time of service on the MSU Board of Regents. Dr. Tharpe also served as the first African American Chair of the Board of Regents during the University's centennial year.

A native of Mayfield, Kentucky, Dr. Tharpe is a graduate of Murray State University where he received both his undergraduate and graduate degrees in industrial education (1974, 1975). He received the 2005 Distinguished Alumnus Award from the Murray State University Alumni Association and the 2018 African American Heritage Lifetime Achievement Award from Murray State. Dr. Tharpe earned his doctorate in Higher Education Administration from Virginia Polytechnic and State University in Blacksburg, Virginia.

In appreciation of Dr. Don I. Tharpe's esteemed service and his commitment to education at Murray State University, the honorary naming of EP1303, the first-floor lecture hall in the School of Engineering, as the "Dr. Don I. Tharpe Lecture Hall" is being recommended and will be commemorated with a plaque of recognition located at the entrance as well as a bronze plaque inside the hall. The bronze plaque will include biographical information and the date of dedication for this honorary recognition.

On behalf of the Marketing and Community Engagement Committee, Regent Gray moved that the Board of Regents, upon the recommendation of the President of the University and the Committee on Naming of Campus Facilities, Programs and Activities, approve the honorary naming of the *Dr. Don I. Tharpe Lecture Hall* in the School of Engineering in appreciation of the esteemed service of Dr. Don I. Tharpe. Regent Meinschein seconded and the motion carried.

**Full Board Action – Naming Opportunity – Dr. Don I. Tharpe Lecture Hall – School of Engineering, approved**

On behalf of the Marketing and Community Engagement Committee, Regent Evans moved that the Board of Regents, upon the recommendation of the President of the University and the Committee on Naming of Campus Facilities, Programs and Activities, approve the honorary naming of the *Dr. Don I. Tharpe Lecture Hall* in the School of Engineering in appreciation of the esteemed service of Dr. Don I. Tharpe. Vice Chair Owens seconded and the motion carried.

Chair Tharpe received a round of applause. He indicated words cannot express how honored he is today to receive this recognition. It has been his honor to serve on this Board, especially during the University's centennial year, and he believes this service is the only way to pay back what Murray State has given to him. He loves Murray State and what the University has meant to him and his family changed his life in ways of which he can never repay. Appreciation was expressed to all.

**Adjournment**

The Marketing and Community Engagement Committee adjourned at 11:15 a.m.

The Board of Regents Quarterly and Committee meetings also adjourned for the Dedication Ceremony for the *Dr. Don I. Tharpe Lecture Hall* in the School of Engineering.

**Reconvene**

Chair Tharpe reconvened the Quarterly and Committee meetings of the Board of Regents at 1:05 p.m.

**Buildings and Grounds Committee**

Robbie Fitch – Chair  
Jessica Evans  
Leon Owens  
Don Tharpe  
Tom Waldrop

Regent Fitch called the Buildings and Grounds Committee to order at 1:05 p.m. and reported all other members were present.

**Facilities Management and Campus Improvement Projects Update, received**

Director Youngblood and Associate Director Lampe provided an update on the status of current facilities projects with the following highlights:

- Appreciation was expressed to SSC for their diligence with regard to campus landscaping and for completing four color changes per year. They also undertake continuous improvements to grounds but that work has been affected by the drought this past year, as well as the winter freeze. SSC also does a great deal of work relative to Athletics grounds.
- Photos were shown of lighting upgrades that have been completed on campus. In 2020 a Lighting Improvement Plan was initiated utilizing SSC capital investment money. Affected areas include the Quad and in front of the Science Complex on the Great Lawn, in addition to other areas on campus. These represent recommended upgrades from the Safety and Security Committee and Regent McGowan serves as a member of the team that tours campus to identify areas that require enhancements.
- Work began in January to replace seven entrances on the east and west sides of Wells Hall and that work is now substantially completed. The result of a soft wash on a portion of the decorative stone on Wells Hall was also presented. Plans are underway for another soft wash of the building but care must be taken to protect the older stone.

- Projects in progress include extensive work in the Curris Center. The Ribbon Cutting for the Center for Student Involvement was held at the end of April and that space is essentially finished with the exception of some branding. All of the restrooms in the facility have undergone a transformation and are now functional. On the second floor of the Curris Center new doors still need to be installed on one of the restrooms but that will have to wait until the flooring project is complete. The third floor of the Curris Center is complete with the exception of some branding. The eSport Lounge is nearing completion with the furniture anticipated to arrive on June 8. At that point the remaining electrical work can be completed and additional wallpaper installed. Branding will also be added to this space. The Atrium space in the Curris Center is being transitioned to the new Welcome Center. At this point all of the floor tiles have been removed and the sunken lounge area has been raised so it is at the same level as the Welcome Center. Decorative wall horses will be added in this area soon but likely next week the electrical work will start so those artworks can be backlit. The Welcome Center is the only area that will not be 100 percent completed when school starts. The new concrete floor inside the main entrance from the parking lot has been poured and the floor area where a terrazzo shield will be added has been prepared. Work on polishing the floor and terrazzo on the first floor is scheduled to begin the first week of July. Most of the tile has been removed on the second-floor concourse and the ramp and stairs will be demolished in the next couple of weeks and their replacements constructed. Soon to follow will be the concrete floor. The storefront for the Bookstore is on order and will represent a significant enhancement.
- The 16<sup>th</sup> Street bridge project involved shutting down the bridge on May 15 after the majority of students had left campus and significant surface work has been completed. The old railing is scheduled to be removed next week and the surface will be blasted and cleaned. All of the new custom railing has been created and is ready to be installed once this work is completed. The project is on target to reopen on July 4.
- The fiber ring project has amounted to a significant project on campus. This project includes eight phases to be completed through Fiscal Year 2030. Phase I is currently underway with some of the major trunk work for the conduit being done. Contractors are working closely with the City of Murray because that amount of underground drilling work must be undertaken cautiously and their cooperation has been appreciated. When this project is completed there will be 55 new junctions that will allow for future expansion by having the capacity to add additional fiber on campus. At the end of the project there will be over 11 miles in the fiber ring.
- Phase II work is underway in Waterfield Library on the HVAC and electrical upgrades. The University signed a contract to begin this project last spring but equipment delivery has taken over 12 months. Some of the equipment is expected to begin arriving in July with the remainder to follow in September or October. Staff are having to rethink this project and that includes when shutdowns will be needed, especially since students will be on campus. Materials delivery remains a hindrance on the completion schedule for many projects being undertaken on campus.
- In terms of the new School of Nursing and Health Professions, the facility is expected to open for the January 2026 semester. The University is working closely with Ross Tarrant Architects, Ayers Saint Gross (nursing design expert), Marcum Engineering and BFW Engineers on this project. Discussions are ongoing to develop the appropriate programming to be housed in this facility, its size and how it will fit into the University's budget. The goal is to be able to house all nursing programming in the new facility but a determination will also need to be made in terms of what remains in Mason Hall. An Executive Committee has been formed for this purpose and is working closely with the design teams. A graphic illustrating the potential location for the new facility was provided. Renovations to be undertaken in Mason Hall are also a significant topic of discussions that are underway but the focus in this facility will be ADA access and HVAC improvements and generator and elevator upgrades.
- The Breathitt Veterinary Center HVAC is currently running on a rental unit. The new unit is still in the design stages. This design is being undertaken with consultants from RTM Engineering, Ross Tarrant and BFW Engineers due the significant work that will be required to bring this project to fruition.
- Requests for Proposals (RFPs) have been received for the Applied Science HVAC, electrical system upgrade and ADA access projects. Review of those RFP responses will begin next week.
- Asset Preservation funding is being utilized to complete several projects on campus. There is an HVAC and electrical improvement plan for Pogue Library. The facility also remains on the central steam system and work is underway to determine how to transition it onto a hot water boiler system. This will allow for better control of the climate inside the building to help protect collections housed in the facility.
- Price Doyle Fine Arts and the new Fine Arts Building are both on the projects list for HVAC upgrades and the RFPs are out. The interior center stair railings in Price Doyle Fine Arts also needs to be upgraded and plaster repairs are required. Safety and security upgrades have already been made to the exterior exit stairs in this building. Both of these buildings are connected to Lovett Auditorium and an effort is being made to ensure all three buildings are working in sync.
- RFP responses have been reviewed for the Cherry Livestock and Exposition Center. This project will utilize a multi-phased approach with Phase I representing design and determining how to renovate the spaces within budget. It is known a fire alarm system upgrade is needed, as well as lighting, window and door replacements and restroom improvements.

- Work is currently underway to renovate floors 8 – 10 in Regents Hall. Renovations in this facility will represent a phased approach and the majority of work will be undertaken in the summer. The project includes removing the original built-in closet system and replacing the vanities because they are currently all one unit. It is expected the current phase will be completed in the fall.
- Asset Preservation funds are also being utilized to undertake projects in White Hall. This includes replacement of the building boiler. As a separate project, the hydronic piping that feeds hot and cold water throughout the building must be replaced. Air handler replacement must also be undertaken in this facility. The boiler system is the only one of the projects that has been readied for bid, with the goal of having it replaced in time for the next heating season in October.
- The fence around the Athletics area on Highways 641 and 121 is being upgraded and a shield added to each post to provide protection from wear and tear from mowers and weed eaters.
- Work is underway on a few projects in the Sorority Suites. The roof replacement is the first project to be undertaken, followed by fencing repairs and replacement of building elements that are missing. The monuments will also be cleaned and repaired. Separate from the campus fiber ring project, there is also a fiber project for the Sorority Suites. Part of this work will include courtyard landscaping that SSC, in conjunction with Horticulture on campus, will help undertake. SSC will award a scholarship to a Murray State student for the successful design of that courtyard space.
- The utility infrastructure project is also included on the Asset Preservation list. Everything the University has runs on electricity and its importance cannot be overstated. Gas can be used to heat buildings but an electric blower is required to distribute warm air throughout the facilities. Currently the University runs its own utilities but does not have utility-grade technicians to keep systems functioning. The systems are old and need upgrades and the University is actively trying to determine how to accomplish that without having to shut down campus for a month or two at a time to install new infrastructure. Redundancy is not currently built into the system but funding for this purpose has also been identified.
- Stewart Stadium needs new electrical switchgears and this represents a project that has been underway for some time. An effort is being made to ensure sufficient Asset Preservation funding is set aside to complete this project in its entirety.
- Carr Hall and Racer Arena represent two projects that have been designed and bid. They came in over budget and were paused at that time to try to determine the best method to move those projects forward. Work is underway to identify additional Asset Preservation funding and the next ask in the Capital Campaign may help to bring this project to fruition.
- A listing of needed Asset Preservation projects was provided and involve almost every single building on campus.
- Work at Woods Park is being undertaken utilizing a phased approach. Phase I construction is almost complete, with the exception of work on the monument on the corner. Work will then begin on installing additional sidewalks, lighting and park benches. It is hoped this work will be completed in the fall. Workers had to be pulled off this project to work on the 16<sup>th</sup> Street bridge.
- The indoor hitting and practice space project at Stewart Stadium is well underway. New lighting has been installed and preparation work is being done to paint the ceiling, floors and walls. The two new egress doors required by code have been installed.
- An insurance claim had to be filed for damage resulting from the freeze in December but there was also a significant wind storm on March 3 that caused damage to the *Hopkinsville Regional Campus* building as well as to facilities on the main campus. The University is actively working to replace the roof on the Hopkinsville facility and the project has been bid and materials are on order. It is hoped roof replacement work can begin in four to six weeks but there was significant wind damage to the building.

Chair Tharpe reported that early in his tenure on the Board he asked that a list be provided of projects that needed to be completed. All are to be applauded for creating that list and while everything may not be able to be done, at least the Board knows where the University is headed in this regard. The presentation today also highlights the amount of work that is being undertaken in this area and all are to be applauded for their efforts as it provides the Board with a clear picture when it is voting on funding to be allocated in terms of where that money is being spent. Director Youngblood indicated that Associate Director Lampe and her team bear the brunt of these larger capital and renovation projects and their work is very much appreciated.

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

### **Six-Year Capital Plan, approved**

Director Youngblood reported that the proposed full 2024 – 2030 *Six-Year Capital Plan* is being submitted to the Board of Regents for approval. The Plan is separated by source of requested funding: General Fund, Agency Bond Fund and Non-general Fund and a listing was provided for each. The items in the 2024 – 2026 section of the *Six-Year Capital Plan* will constitute the University's Biennial Capital Budget Request for 2024 – 2026. The *Six-Year Capital Plan* is not

final at this point. Reinvestment of Asset Preservation funds is the first priority, followed by additional monies to construct the School of Nursing and Health Professions building due to cost inflation. The target for breaking ground for this facility is March 2024. A second pool of Asset Preservation funds is the third priority. The final Capital Plan must be submitted in November.

On behalf of the Buildings and Grounds Committee, Vice Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the *2024 – 2030 Six-Year Capital Plan* and the Capital Budget Requests (General Fund, Agency Bond Fund and Non-general Fund) for the 2024 – 2026 State Biennial Budget as presented. Regent Waldrop seconded and the motion carried.

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

On behalf of the Buildings and Grounds Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the *2024 – 2030 Six-Year Capital Plan* and the Capital Budget Requests (General Fund, Agency Bond Fund and Non-general Fund) for the 2024 – 2026 State Biennial Budget as attached. Regent Shemberger seconded and the motion carried.

(See Attachments #3 – #5)

**Disposition of Structure – 503 North 16<sup>th</sup> Street (Building #0146), approved**

Regent Fitch reported that the property located at 503 North 16<sup>th</sup> Street (Building #0146) was acquired on May 31, 2002, at a cost of \$125,000 and contains approximately 4,075 square feet. The building has now been fully depreciated. The facility is currently used as the Costume Shop for the Murray State University Theater program. The Costume Shop will be relocated to Lovett Auditorium upon completion of necessary renovations. The disposition of the building is for possible future parking needs.

On behalf of the Buildings and Grounds Committee, Vice Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the Resolution as presented authorizing the disposition of the structure known as 503 North 16<sup>th</sup> Street (Building #0146) at an estimated cost of \$60,000 as presented. Regent Waldrop seconded and the motion carried.

**Full Board Action – Disposition of Structure – 503 North 16<sup>th</sup> Street (Building #0146), approved**

On behalf of the Buildings and Grounds Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached Resolution authorizing the disposition of the structure known as 503 North 16<sup>th</sup> Street (Building #0146) at an estimated cost of \$60,000. Regent Shemberger seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Dr. Meinschein, yes; Mr. Owens, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; and Dr. Tharpe, yes. The motion carried unanimously.

(See Attachment #6)

**Disposition of Structure – 900 College Courts (Building #0015), approved**

Regent Fitch reported that 900 College Courts (Building #0015) was acquired in 1966 at a cost of \$127,818 and contains approximately 7,575 square feet. This building is fully depreciated. This facility has 12 apartments that have not been rented for a full semester since spring 2020. The disposition of the building is for future housing development opportunities.

On behalf of the Buildings and Grounds Committee, Vice Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the Resolution authorizing the disposition of the structure known as 900 College Courts (Building #0015) at an estimated cost of \$100,000 as presented. Regent Waldrop seconded and the motion carried.

**Full Board Action – Disposition of Structure – 900 College Courts (Building #0015), approved**

On behalf of the Buildings and Grounds Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached Resolution authorizing the disposition of the structure known as 900 College Courts (Building #0015) at an estimated cost of \$100,000 as presented. Regent Roark seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Dr. Meinschein, yes; Mr. Owens, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; and Dr. Tharpe, yes. The motion carried unanimously.

(See Attachment #7)

**Adjournment**

The Buildings and Grounds Committee adjourned at 1:43 p.m.

**Enrollment Management and Student Success Committee**

David Meinschein and Ellie McGowan – Co-Chairs  
Robbie Fitch  
Melony Shemberger

Regent McGowan called the Enrollment Management and Student Success Committee to order at 10:50 a.m. and reported all other members were present.

**Retention and Enrollment Management Update, received**

Vice President Robertson, Interim Assistant Vice President White and Director of Recruitment Shawn Smee provided an update on summer and fall 2023 preliminary enrollment, the fall 2023 Recapture Campaign and preliminary data comparison, Racer Nation Orientation and dual credit with the following highlights:

- Appreciation was expressed to Chair Tharpe for his support of the Office of Student Affairs and Enrollment Management during his tenure on the Board. His advocacy and support have been very much appreciated.
- A summer enrollment comparison over the last three years was provided. Summer enrollment is currently down by 85 students (primarily undergraduate) from this time last year and credit hours are down. Graduate and out-of-state student enrollments are up. The University experienced record attendance during the winter term. Many students who normally take summer classes chose the winter term option instead. Many students were also ready to take a break during the summer.
- Fall headcount enrollment is predicted to be down by less than 1 percent. The University experienced its largest graduating class in December which led to undergraduate numbers being down slightly. Underrepresented minority undergraduate enrollment is up 5 percent, first-time freshman numbers are up .5 percent and Kentucky undergraduate enrollment is up over last fall. The University is up over 2 percent in Kentucky undergraduate applications from the 18-county service region. Appreciation was expressed to Director of Undergraduate and International Admissions and Transfer Center Maria Rosa and Director Smee who have done a phenomenal job this recruitment season.
- Major retention initiatives were outlined, including the Recapture Campaign, and results over the last three years were provided. The Recapture Campaign operates under the supervision of Director of Student Engagement and Success Peggy Whaley and involves the work of many others, including Dr. SG Carthell, the academic Deans, Chairs and faculty. Significant progress is being made in this regard and the Recapture Campaign will continue throughout the summer and until classes begin in the fall.
- Persistence rates are also a key focus from fall to spring semesters and currently stands at 91 percent. URM numbers are at 91 percent and all are proud of this as they have been working diligently to narrow the achievement gap. The persistence rate for low income students is 92 percent due to the efforts and good work of many.
- Campus visits, housing and scholarship applications are all up. A record number of students completed the Scholarship Application and a record number of students have applied, including a record number from the 18-county service region. In terms of first-time freshman students who have accepted all of their scholarships, numbers are up 25 percent over this time last year. This positive result can be attributed to the great work that has been undertaken with regard to the scholarship grid as it has made a significant difference. Appreciation was expressed to the Admissions and Student Financial Services offices for their focused efforts which are now beginning to pay off. The four best indicators of whether a student plans to attend MSU were outlined and some categories are up from

pre-pandemic levels. In the University's backyard, the graduating senior classes have been larger than in the past year which goes against the national trend. High school enrollment is expected to begin to decline significantly in 2026 and this represents a challenge all universities will be facing.

- Racer Nation Orientation registrations for first-time freshmen and transfer students has been extremely positive and in some cases the sessions have twice as many students registered than last year. The Communications Plan developed in this regard with Executive Director Tourney and his team has been instrumental in this effort and various highlights and initiatives were outlined. Road Scholars visits also play a critical role in recruitment efforts. Appreciation was expressed to Director Youngblood and his team for the appearance of campus as that also plays a large role in successful campus visits. A video of Racer Nation Orientation, produced by Manager of Digital Media Services Jeremy McKeel and his team, was shown.
- Executive Director of the Center for Adult and Regional Education Dan Lavit and Coordinator of Dual Credit and Special Populations Lisa Schmidt also provided an update on their respective areas. Dual credit is the mechanism by which a student can earn high school credit and college credit at the same time. This represents a growing phenomenon across the United States over the last ten years. Murray State's dual credit effort is known as Racer Academy and is indicative of a campus-wide endeavor. Seven pathways certificates are offered in the local high schools that are loosely aligned with the academic colleges and the University Studies Program. There are five courses in each of the pathways and if a high school student completes one of the pathways they will receive a certificate and 15 hours of college credit. The largest dual credit programming is through the Hutson School of Agriculture (HSOA). Dean Parr has been a long-time advocate of dual credit, as well as HSOA Racer Academy Coordinator David Black who travels across the country to speak with high school Counselors in this regard. Approximately three-quarters of Racer Academy enrollments come from the Hutson School of Agriculture. Racer Academy enrollment numbers were provided for the last few years illustrating the effect of the pandemic. This past fall dual credit accounted for slightly more than 12 percent of overall headcount enrollment. In terms of the cost for high school students to take dual credit classes, the state actually sets the tuition ceiling to one-third of the Kentucky Community and Technical College System (KCTCS) hourly rate. No school in the state can exceed this tuition limit for dual credit courses. For Murray State, this amounts to \$91 per credit hour and students are also eligible to receive scholarships. In 2021-22, slightly over 1,000 Murray State dual credit students received scholarships from the state totaling nearly \$300,000. This past spring the HSOA had 941 dual credit students. Studies have shown that dual credit allows students – especially those who are first-generation – to gain the confidence to pursue higher education. The University can accept up to three courses per semester for high school dual credit courses (12 – 15 hours) per student. Approximately 22 to 25 percent of dual credit students actually enroll at Murray State. Out of 302 high schools in the state with agriculture teachers, 141 are certified to teach for Murray State and they do so on a volunteer basis. Several local high schools will also send students to campus if they do not offer particular dual credit courses. Dual credit courses are offered at the *Hopkinsville Regional Campus* and taught by teachers who are Murray State certified to teach in the high schools. The Racer Academy also extends beyond the 18-county service region to across the state in order to reach other counties.
- Student Life and Enrollment Management highlights from each of the areas was provided and those initiatives and support services for students were outlined. Each spring the University hosts the annual Academic Excellence and Leadership Awards event that was created by Executive Director Carthell. This year over 150 students were recognized for academics, leadership and service achievements. Faculty and staff are also recognized as part of the event for their outstanding contributions as community leaders and this year Executive Director Carthell received the Lifetime Achievement Award, Senior Associate Provost Pervine received the Campus Impact Award, former Chief of Police Jeff Gentry received a Campus Impact Award and Murray Chief of Police Jeff Liles received a Community Impact Award. Also honored this year was Dr. Steve Jones who recently passed away. Dr. Jones was the first black Chair of the MSU Department of Social Work, Criminal Justice and Gerontology. Members of Dr. Jones' family attended the event and this recognition was very meaningful to them.
- The Ms. Murray State University Pageant is sponsored by the University each year. The 2023 Ms. MSU is Regent Ellie McGowan. Ms. McGowan received a round of applause. Appreciation was expressed for her many contributions to Murray State.
- Many students have food insecurities and the University recently received a donation of \$10,000 from Kroger to enhance the Racers Helping Racers Food Pantry. The Food Pantry program has also been expanded to the *Hopkinsville Regional Campus*.
- Interim Assistant Vice President White was selected to serve as Southwestern Regional Representative for the Kentucky Association of Blacks in Higher Education (KABHE). She was also selected as Co-Chair for the 2023 KABHE State Conference Planning Committee.
- All officers on the 2023-24 Black Faculty and Staff Association are from the Office of Student Affairs and Enrollment Management and Dr. Robertson is especially proud of these individuals.
- International student enrollment is starting to rebound following the pandemic and this fall the University will host two students from the Ukraine. Spring 2023 applications for international students are almost twice those for spring 2022 and international undergraduate applications have increased from 900 to 1,959.

- Student mental health needs continue to increase at all universities and the MSU Counseling Center served over 286 students from January through April and offered 1,154 sessions. The Women's Center has experienced a 300 percent increase in student participation in HIV testing and Safe Sex events over the course of the academic year. The Pride Center has moved to a new location in the Oakley Applied Science Building and visits have increased by 45 percent as a result. Over 200 organizations participated in the two-day Career Fair organized by Career Services and over 500 students attended.
- The Greek Life community raised over \$112,000, collected 50 books for babies and completed approximately 8,500 hours of community service over the past academic year.
- There were 438 programs presented in the residence halls. The Residential College Heads have mentored over 150 student leaders through 3,000 contact hours.
- Several faculty and staff members helped serve students during the annual Almost Midnight Breakfast and appreciation was expressed to these individuals for their willingness to assist the University in that capacity. A record number of students attended the event.
- TRIO programs include Student Support Services, Talent Search and Upward Bound and their work was instrumental to student success over the past year.

Chair Tharpe indicated that a topic of discussion in the world today is hazing within Greek organizations and asked what Murray State is doing in this regard. Vice President Robertson confirmed that there is a Zero Tolerance Policy for hazing and each semester workshops are offered where it is made clear that this type of behavior will not be tolerated. The MSU Police also take this work very seriously.

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

### **Adjournment**

The Enrollment Management and Student Success Committee adjourned at 2:24 p.m.

### **Reconvene**

Chair Tharpe reconvened the Board of Regents Quarterly Meeting and Committee Meetings at 2:38 p.m.

#### **Finance Committee**

Leon Owens – Chair  
 Robbie Fitch  
 Virginia Gray  
 Melony Shemberger  
 Don Tharpe

Vice Chair Owens called the Finance Committee to order at 2:38 p.m. and reported all other members were present.

### **2023-24 University Summary Budget, Executive Summary and Salary Roster, approved**

Vice President Dudley expressed appreciation to Budget Analyst Shamira French for her work in regard to the University Budget, in addition to those individuals President Jackson mentioned earlier. The Board was provided with an Executive Summary which includes a synopsis of overall revenues and expenditures, including Attachments A – G, for the 2023-24 University Budget. Also provided was a copy of the Summary Budget and the Budget Salary Roster.

Vice President Dudley presented the following highlights with regard to the University Budget:

- The total operating budget represents an increase of \$6.9 million (4.4 percent over prior year). A graphic was provided with the associated amounts for the three fund groups: Education and General, Auxiliaries and Restricted Athletics. The budgets for restricted funds have been added for Fiscal Year 2024 (FY24) to reflect private funds (gifts, fundraising and sponsorships) budgeted for Athletics. These private funds have always been reflected in the E&G budget for Athletics solely but, due to the size, it was important to identify these as uniquely restricted funds. It is important to note that 47 percent of Athletics' operational costs are funded from private dollars. Reallocations have been made throughout the budget mostly to fund fringe benefits and salary increases but the budget has not been decreased.



- For FY24, a \$2 million budget contingency remains in the budget to help buffer enrollment and other challenges.
- The E&G Fund was developed with the following guiding principles:
  - Invest in people (largest COLA in over 20 years, establishment of a compensation equity pool, no change in benefit levels and no increased cost to employees and support for increased costs of employee pension plans)
  - Advance academic quality
  - Provide access and affordability for students
  - Enhance programs
  - Maintain focus on recruiting and Enrollment Management
  - Enhance support of student services
  - Focus on performance funding metrics
  - Makes changes to Vice President for Finance and Administrative Services structure to give additional focus to capital project management and long-range planning
  - Increase scholarships and aid
  - Address contractual core technology licenses
  - Address capital construction plans, deferred maintenance and facility enhancements
  - Support Athletics transition and support of approximately 350 student-athletes
- Primary budget assumptions include the following:
  - Assume no general state appropriations reductions or increases
  - Maintain \$2 million one-time budget contingency
  - Ensure academic quality with reallocation to growth programs
  - Provide COLA (average of 4.57 percent increase)
  - Absorb plan year 2023 health insurance cost increases (\$1.4 million) with no increase to employees
  - Ensure no reduction in employee benefits
  - Increase undergraduate and graduate tuition and mandatory fee rates 2.9 percent
  - Facilitate retention enhancements
  - Provide scholarship/aid funding increases
  - Support student life enhancements
  - Ensure a robust focus on performance funding
  - Increase residence hall rate 3 percent
  - Increase dining services rate 6 percent per contract
  - Reallocate existing budget as necessary
  - Improve technology infrastructure
  - Provide funding for facilities asset preservation and new construction
- The University's state appropriations appear to have increased but that is due solely to the increase in debt service. When the University received asset preservation bonds/monies from the state for a new nursing building, the state has to sell the bonds but they assign the debt to the University which becomes an increase in appropriations.
- In regard to performance funding, the General Assembly adopted Senate Bill 135 during the 2021 Legislative Session which established a formula base amount or "floor" for each institution to retain as their base appropriation. This floor will not be reduced to fund the pool for performance funding distribution. Therefore, the University was not required to contribute to the performance funding pool. Due to this significant change in the model, the University participated in performance funding pool distribution for the first time in the amount of \$3,296,800 for Fiscal Year 2023 (FY23) and \$3,095,000 for FY24 and this entire amount is included in the University Budget. When the Performance Funding Model was first instituted, Murray State was required to give back a portion of its state appropriation to the performance funding pool to be redistributed to other schools. Due to adjustments in the Performance Funding Model, this changed in FY23.
- Since state appropriations began to decline in 2008, the University has experienced an \$11.5 million decrease (21 percent) over that period. However, general appropriations have not decreased over the past two years.
- The total FY24 state appropriation of \$54,802,100 includes \$4,034,200 that is fenced for the Breathitt Veterinary Center (BVC). This \$4 million represents the total budget for the BVC, excluding fee revenue generated directly by that entity.
- The increase of \$2.4 million in the gross tuition and mandatory fees budget (\$1.8 million net) for FY24 is primarily comprised of a 2.9 percent tuition and mandatory fee rate increase. In addition, an increase in scholarships and discounts is included for \$1.8 million. A flat enrollment projection, compared to the FY23 enrollment, is being used for developing the revenue budget. The Council on Postsecondary Education approved a 5 percent tuition increase ceiling for the FY24 and Fiscal Year 2025 (FY25) biennium. This budget includes a proposed 2.9 percent rate increase for undergraduate and graduate students for FY24, beginning Fall 2023. For FY25, the maximum tuition increase will be 2.1 percent. Total scholarships/discounts of \$43.7 million represent a budgeted discount rate of 40 percent for MSU – the same as the previous year.
- This budget includes a proposed increase of 3 percent for residence hall rates, beginning with Fall 2023. This will help fund facility maintenance, salary COLA and health insurance increases for housing employees and student workers. This increase will generate \$604,819 in new revenues.

Dining services at the University are performed under contract with Sodexo. Per this contract, dining meal plan rates will increase 6 percent, beginning in Fall 2023.

- With regard to course fees, The School of Nursing and Health Professions has proposed select course fee increases, totaling \$81,792 in annual revenues. In addition, there are some courses for which the online fee is being removed due to these courses participating in the Academic Partnerships (AP) pilot program. The online pilot programs with AP began to enroll students for the first time in Fall 2020. There are five graduate programs that are part of this initial offering with AP and those were highlighted. As part of the pricing strategy, all course fees and online fees associated with courses required for these five programs will be eliminated. Therefore, students enrolled in these programs, taken through Murray State in a face-to-face format or taken online through the partnership with AP, will pay only tuition and mandatory fees.
- A Racer Experience Fee is being proposed in order to enhance student life functions and activities. The fee will be \$100 per semester and will be assessed to students taking five or more credit hours.
- Salaries, health care, pensions and other fringe benefits comprise approximately 72 percent of the Education and General budget. The University is budgeting a cost-of-living adjustment of an average of 4.57 percent across-the-board for all regular employees (a range of 3.3 percent to 5.5 percent). The FY24 average salary per employee Full-Time Equivalent (FTE) is \$58,548 and the average COLA increase per eligible employee is \$2,174. This represents the largest increase in a COLA provided since at least 2000 and is comprised of a 3 percent across-the-board salary increase, plus \$500.
- Total E&G salaries and fringe benefits to be funded by the University increased overall by \$4.6 million and this includes \$2.5 million for COLA, \$100,000 for an initial pool to support the findings of the compensation review, \$156,000 for faculty promotions and faculty and staff awards, \$1.1 million for health care increases and an additional \$628,250 for salaries transferred from Baptist Health for the Nurse Anesthetist Program (not funded with University General Fund). A chart was provided reflecting total overall changes in salary and FTE by each employee category. This same information was provided in a chart displayed by management area.
- Over a number of years, a stable number of resignations and retirements of faculty and staff have occurred, with no significant change over the last five years and data from 2016-17 forward was provided in a chart included in the Executive Summary. Regent Evans indicated that the data provided is helpful but if there is a shrinking employees base and if staffing levels cannot be maintained it is difficult to be able to continue to provide necessary services. Vice President Dudley reported that work continues in this regard but the administration must be able to balance the budget in order to sustain the University and support the employees it has because there are no appropriations increases. Tuition and fees represent the only remaining revenue base by which adjustments can be made. President Jackson reminded the Board that there is actually an FTE net increase of 3.6 included in this budget, although those may be allocated differently. Even though there have been retirements and resignations, data shows that most positions have been filled which has to be the case in order to have a net increase in FTE. Regent Evans indicated that if FTEs continue to go down from year-to-year not all positions that formerly existed are being filled because they no longer exist. President Jackson indicated that overall numbers for the institution have been provided and show a net 3.6 FTE increase. The number of retirements this year were half what they were last year – the lowest number in seven to eight years.
- The University will continue to fund pension cost increases in the budget for many years to come. Healthcare costs also continue to rise and everyone is facing that in their own businesses. A new healthcare year begins for the University in 2024 and managing cost increases will be studied in detail to determine how to move forward. By the time the University reaches the end of the pension increases, it will be paying almost 80 percent on the dollar for KERS employees.
- The budget for deferred maintenance has not changed but does not include funding for the new School of Nursing and Health Professions building, state asset preservation funds or bond monies.
- Items are included in the budget for academic quality and this represents an ongoing process. Student recruitment and retention initiatives are included in the University Budget, such as the Racer Experience Fee, part of which will be used to fund a Mental Health Counselor on a recurring basis and additional funding for campus life events, Student Government Association activities and operation of the eSports Center. Other increases in the budget include liability, property, cybersecurity and facilities insurance.
- Expenditure priorities include salaries and fringe benefits almost exclusively, although scholarship components and some student life activities will receive additional funding.
- A number of management tools are utilized to enable the University to function within the budget being presented and those include:
  - Freeze all new hires and must have appropriate Vice President and Presidential approval if any are filled.
  - Elimination of overtime, with few exceptions.
  - Temporary employees will not be utilized, with few exceptions, approved by the appropriate Vice President or President.
  - Travel is limited, approved by the appropriate Vice President or President.
  - All expenditures over \$2,500 and budget transfers must be approved by the appropriate Vice President or President.
  - All contracts through Procurement Services continue to be reviewed with departments to

- determine if they are necessary or if changes can be made to the contracts to reduce costs.
- Several other areas of the University are being reviewed for budgetary efficiencies.

Chair Tharpe indicated that budgets are hard to manage, especially with associated moving targets and the administration relies heavily on staff to help monitor those expenditures as this work must be undertaken on a micro level. If positions are not filled it could mean the Deans may have deemed they are no longer necessary or chose to reassign those dollars. He is not sure simply looking at the numbers can tell the full story of these decisions that are being made. President Jackson reminded the Board that every 1 percent in salary increases amounts to over \$800,000 and that is a major component of being able to provide a COLA increase in an environment where there are few new dollars and no new state-appropriated dollars.

Regent Evans indicated that as a constituency Regent for staff she does want to keep salaries and benefits at the forefront of discussions because that is what employees express concerns about the most. What is being proposed does not represent a true COLA which are based on national indexes. It would make more sense to call it a salary adjustment because that is what this Board is doing – adjusting salaries according to what can be done within the confines of the budget. The adjustment being proposed this year is very much appreciated but she hopes employees don't have to wait 20 more years before seeing another significant adjustment to wages. President Jackson indicated that over the past two years the administration has done everything it can to invest in faculty and staff at this University and will continue to do so. Health insurance increases have not been passed on to employees over the last three to four years and benefits have not been reduced.

On behalf of the Finance Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the 2023-24 University Summary Budget, Executive Summary and Salary Roster as presented. Regent Fitch seconded and the motion carried.

#### **Full Board Action – 2023-24 University Summary Budget, Executive Summary and Salary Roster, approved**

On behalf of the Finance Committee, Vice Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached 2023-24 University Summary Budget, Executive Summary and Salary Roster. Regent Meinschein seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Dr. Meinschein, yes; Mr. Owens, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; and Dr. Tharpe, yes. The motion carried unanimously.

(See Attachments #8 - #10)

#### **Projects, approved**

Vice President Dudley reported that Delegation of Authority Item #20 states "...Prior to moving forward, all projects, including price contracts related to capital projects, costing over \$500,000 and up to the threshold denoted by Kentucky statue should be reviewed by the Board Chair and President and a determination made in terms of those projects requiring further Board approval." The schedule listing new projects or projects with a total estimated cost of over \$500,000 was provided for the Board. One safety project is being brought forward for repairs to the sidewalk and driveway at Oakhurst and, per the Delegation, requires Board approval.

On behalf of the Finance Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the projects outlined on the listing provided. Regent Shemberger seconded and the motion carried.

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

On behalf of the Finance Committee, Vice Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the projects outlined on the attached listing. Regent Shemberger seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Dr. Meinschein, yes; Mr. Owens, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; and Dr. Tharpe, yes. The

motion carried unanimously.

(See Attachment #11)

**Capital Equipment Purchase Authorization – Microscope, approved**

Vice President Dudley reported that through grant funding, Murray State University is requesting interim authorization for the purchase of an LSM 980 Airyscan 2 Confocal Microscope, manufactured by Carl Zeiss Microscopy, LLC. The cost estimate for this purchase is \$587,682. This project will not use current General Funds or funds allotted for another purpose. The majority of this purchase will be funded with federal dollars from a National Institutes of Health grant with the remaining portion being funded from indirect cost revenue received from other third-party grants. The microscope will be installed in the Biology Building on the main Murray State campus and will be used for classroom purposes, as well as research related to the quantitative high-resolution microscopy imaging of precise distribution patterns of important biological organelles and structures in different developmental and cellular contexts. Per state statute, equipment costing \$200,000 or more is considered capital equipment and must follow statutory language in regard to review and approvals. Once approved by the Board of Regents, the University will seek any necessary approvals from the Capital Projects and Bond Oversight Committee.

On behalf of the Finance Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the capital equipment purchase authorization for an LSM 980 Airyscan 2 Confocal Microscope, manufactured by Carl Zeiss Microscopy, LLC at an estimated purchase price of \$587,682. Regent Fitch seconded and the motion carried.

**Full Board Action – Capital Equipment Purchase Authorization – Microscope, approved**

On behalf of the Finance Committee, Vice Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the capital equipment purchase authorization for an LSM 980 Airyscan 2 Confocal Microscope, manufactured by Carl Zeiss Microscopy, LLC at an estimated purchase price of \$587,682. Regent McGowan seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Dr. Meinschein, yes; Mr. Owens, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; and Dr. Tharpe, yes. The motion carried unanimously.

**Personal Services Contracts, approved**

Vice President 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. Included is an architectural and engineering project for the Exposition Center, contracting for marketing services and multiple contracts for veterinary services.

On behalf of the Finance Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the contracts as presented per requirements of the Delegation of Authority (Item #11). Regent Fitch seconded and the motion carried.

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

On behalf of the Finance Committee, Vice Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the contracts as listed in the attached document per requirements of the Delegation of Authority (Item #11). Regent Gray seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs.

Gray, yes; Ms. McGowan, yes; Dr. Meinschein, yes; Mr. Owens, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; and Dr. Tharpe, yes. The motion carried unanimously.

(See Attachment #12)

### **Surplus Property Disposition, approved**

Vice President Dudley reported that Kentucky Revised Statute 164A.575 requires the Board of Regents to approve disposition of equipment and other property for items valued at \$25,000 and above. The University is in possession of a hematology analyzer, purchased through a federal grant in 2013. The original cost of the equipment was \$91,000. It has a current net book value of \$30,333. The existing equipment resides at the Breathitt Veterinary Center and is currently in use. Effective September 1, 2023, the manufacturer will cease support of the unit for software updates and repairs. A bid was issued to obtain a replacement unit. As a result of the bid, the manufacturer has offered a trade-in on the 2013 unit of \$20,000 toward the purchase of the new unit. Considering the lack of further software and repair support, it is not likely that this unit would bring more than \$20,000 at public auction. Authorization is requested to accept the trade-in offer toward the purchase of the new unit.

On behalf of the Finance Committee, Regent Gray moved that the Board of Regents, upon the recommendation of the President of the University, approve the disposition of the hematology analyzer as a trade-in for replacement equipment as stated above. Regent Fitch seconded and the motion carried.

### **Full Board Action – Surplus Property Disposition, approved**

On behalf of the Finance Committee, Vice Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the disposition of the hematology analyzer as a trade-in for replacement equipment as outlined. Regent Shemberger seconded and the motion carried.

### **Property Acquisition – Hale Road and Poor Farm Road, approved**

Vice President Dudley reported that the property which the University is interested in purchasing is located at the intersection of Hale and Poor Farm roads. The property now consists of two tracts of land adjacent to farmland already owned by the University. Tract #1 contains 15.726 acres and Tract #2 contains 15.975 acres. These two tracts are desired property for the University based on their location and do not contain any structures. Appraisals have been conducted to determine the fair market value and an environmental survey has been completed with no recognized environmental conditions identified. An aerial view of the boundaries of this proposed purchase was provided to the Board. A Purchase Agreement has been executed to purchase this property for \$240,000 which is within the appraised value requirement. Funding for this purchase will be from private and other designated funds from the Hutson School of Agriculture. President Jackson stated it is important to note that private, dedicated funds from the Hutson School of Agriculture are being used for this purchase.

On behalf of the Finance Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, authorize the President or his designee to enter negotiations for the purchase of two tracts of land totaling 31.701 acres located at the intersection of Hale Road and Highway 80 (Tract 1) and the intersection of Hale and Poor Farm roads (Tract 2) in Murray, Kentucky, for \$240,000, exclusive of closing costs and possible taxes, with said authorization being contingent upon approval by the Secretary of Finance. Regent Shemberger seconded and the motion carried.

### **Full Board Action – Property Acquisition – Hale Road and Poor Farm Road, approved**

On behalf of the Finance Committee, Vice Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, authorize the President or his designee to enter negotiations for the purchase of two tracts of land totaling 31.701 acres located at the intersection of Hale Road and Highway 80 (Tract 1) and the intersection of Hale and Poor Farm roads (Tract 2) in Murray, Kentucky, for \$240,000, exclusive of closing costs and possible taxes, with said authorization being contingent upon approval by the Secretary of Finance. Regent

Meinschein seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Dr. Meinschein, yes; Mr. Owens, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; and Dr. Tharpe, yes. The motion carried unanimously.

### **Housing Project Update, received**

Vice President Dudley provided an update on the Public-Private Partnership (P3) housing project with the following highlights:

- This project has been underway for some time and the Board has acted on multiple items, most recently a Pre-Development Agreement (PDA) with RISE. This PDA has been in place since last June and included a not to exceed amount. In December, the Board approved extending the PDA due to market conditions, availability of materials and labor, 30-year interest rates and timeline for being able to complete the project. The project was paused at that point in time.
- All are aware there is a need for new residence halls and improvements in this regard but interest rates have not tempered well which directly affects cost and labor availability remains a concern.
- Part of the PDA was to establish designs and undertake pre-development work, including surveying, reviewing underground utilities and placement of the facility. All of this work has been undertaken relative to the project.
- What is being considered today is the feasibility of moving forward with the Pre-Development Agreement. In order to ensure the best interests of the University are protected, it is recommended that the PDA be allowed to lapse on June 30, 2023. The project was going to be financed with bonds but based on the current cost of capital investment and an unprecedented and historic increase in interest rates, this appears to no longer be feasible due to unknown risk factors. The design plans that have already been developed will be used to further study the project and determine a schedule and priorities of moving forward with a goal of presenting this plan to the Board in the fall if risk factors can be mitigated.

President Jackson indicated that the Board has discussed this project in detail over the last couple of years. The economic climate has changed a great deal over that time and there have been ten interest rate increases. Supply chain issues have improved somewhat but costs remain fluid. There are many variables associated with a P3 project and the administration would like to study the issue further in order to bring a plan back to the Board in late summer/early fall. The University gained legislative approval to undertake the project through a P3 arrangement or on its own. It will be important to rebid the project to determine what has changed in the market over the past several months. Work continues to improve housing on campus and this includes planning and reviewing housing stock. At some point the University will need to construct new housing but for this fall an 8 to 10 percent increase in housing costs is being predicted but there is some capacity in this regard. The desire is to have students remain in campus housing well past their sophomore year (current requirement).

Confirmation was provided that the University has purchased those products that have already been completed for utilization at a future date and in a financially sustainable manner. Early in the project focus turned toward housing more so than dining. There are some loose drawings for a new dining facility but those are not as complete as the housing designs. The PDA contains the provision that the University will pay for the costs RISE has incurred and that amount has not yet been determined. President Jackson added that plans which have been developed to date have already been used to bid the project, although some changes may be required as part of the rebidding process. Confirmation was provided that the Housing, Auxiliaries and Facilities Management teams were heavily involved in the design work that has been undertaken to this point.

This update was provided for informational purposes only and required no Board action.

### **Adjournment**

The Finance Committee adjourned at 3:33 p.m.

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

Virginia Gray – Chair  
Ellie McGowan  
Leon Owens  
Tom Waldrop

Regent Gray called the Legislative and Economic Development Committee to order at 3:34 p.m. and reported all other members were present.

### **Legislative Update, received**

Executive Director Smith provided a legislative update with the following highlights:

- Posters-at-the-Capitol was held on March 2, 2023. Murray State hosts this event each year in Frankfort. Appreciation was expressed to Dean of University Libraries Cris Ferguson and her team for taking the lead on this effort and to faculty who participated in this event which highlights academic excellence throughout the state. Provost Todd attended the event, along with Regent McGowan, and they talked with legislators throughout the day advocating on behalf of Murray State.
- The following week the Higher Education Student Rally was held on March 9, 2023. Regent McGowan, in her role on the Board of Student Body Presidents, helped organize the event and traveled to Frankfort, along with her Student Government Association Executive Team, to advocate for Murray State and higher education. Council on Postsecondary Education President Dr. Aaron Thompson spoke during the event, along with Governor Andy Beshear, Senator Steve West and others.
- Legislative Bill Watches were provided to the Board throughout the Legislative Session, in addition to frequent updates from the President in this regard. Bills that the University followed closely that did not pass include the following:
  - House Bill 136 which prohibited the CPE from raising tuition more than 5 percent per year for resident students, 7 percent a year for non-resident students and added two students/two faculty members to the Board of Regents
  - House Bill 138 (HB138) which would remove the gun-free zones on college/university campuses
  - House Bill 139 (HB139) which extended free speech protections to the general public on college/university campuses
  - With regard to HB138 and HB139, appreciation was expressed to the University Police, under Vice President Dudley's leadership, for their involvement in this work. The University Police testified and wrote letters against both bills both in their capacity at Murray State but also in their respective police associations. President Jackson and his fellow Presidents also co-authored a letter speaking out against these bills.
  - House Bill 171 which required completion of the Free Application for Federal Student Aid as a high school graduation requirement and provided waiver options for meeting the requirement also did not pass.
- Activity during the Interim Session included the following:
  - Senate Joint Resolution 98 (SJR98) did pass and requires the CPE to conduct a survey on current and projected population conditions and trends and the overall governance structure for the CPE and public higher education; potential four-year residential campus in southeastern Kentucky and comprehensive universities assuming KCTCS academic programs and holding meetings with University Presidents, etc. in the interim. SJR98 arose during the middle of the Legislative Session and the University Presidents were previously unaware of the bill. President Jackson and the other University Presidents will be busy during the interim Session in regard to meeting the requirements contained within the bill. The required CPE study must be completed by December 1, 2023, to present during the 2024 Legislative Session. Confirmation was provided that the Legislature has not allocated any additional funding to facilitate this work.
  - The CPE continues to conduct Performance Funding Work Group meetings with lawmakers, University Presidents, etc. during the interim Session. Final recommendations from the Work Group are due for submission to the Governor and General Assembly by October 3, 2023.
  - Senate Bill 33 – the Cybersecurity Bill – did not pass but would have created a Center for Cybersecurity at the University of Louisville. Murray State is actively working during the interim Session to truly educate lawmakers about its Program of Distinction in Cybersecurity. Legislators have been brought to campus and toured the Cyber Security Center and another event will be held later this summer with other legislators. Appreciation was expressed to Dean Fuller and Dr. Jamie Rogers and their teams for helping advocate and fight for Murray State's Cyber Security Center. It is anticipated the topic of cybersecurity will be brought forward during the 2024 Legislative Session and there could be a funding component for these efforts – hopefully at MSU.

Chair Tharpe commended Regent Gray for all the work she does for this University in regard to legislative efforts. She is a phenomenal asset and her work is very much appreciated.

This update was provided for informational purposes only and required no Board action.

### **Adjournment**

The Legislative and Economic Development Committee adjourned at 3:42 p.m.

**2023-24 Faculty Promotion Recommendations, approved**

Regent Shemberger indicated she will be passing on this vote as she is included among the faculty being recommended for promotion. She further stated that no one gets to where they are alone. MSU colleagues support one another and each of the individuals being recommended for promotion has a story as to how they arrived to this point. Being a faculty member in higher education today is not easy but it is rewarding. Academics is what the institution does and represents why everyone is here. Faculty weather the challenges but know when something is accomplished it will be to the benefit of this University and its students. This includes research and service that is undertaken to inform teaching. These faculty members have worked very hard to achieve what they do in their classrooms and units and they are to be congratulated.

Provost Todd reported that the promotion process represents an excellent example of shared governance at Murray State. It is an eight-step process that takes the entire academic year to complete. As part of the seven steps involved in the promotion process, Board action today represents the eighth and final step. These faculty members have been reviewed and their performance adjudicated by the Department Promotion Committee, the Department Chair, the College Promotion Committee, the College Dean, the University Tenure and Promotion Committee, the Provost and Vice President for Academic Affairs and the President. Board approval represents the final step in the promotion process. The faculty listed below have been recommended for promotion to the respective rank, effective with the 2023-24 academic year.

<b>Narine Badasyan</b>	professor	Economics and Finance
<b>Jessica Branch</b>	associate	Early Childhood and Elementary Education
<b>Melissa Chapman</b>	associate	Educational Studies, Leadership and Counseling
<b>Landon Clark</b>	associate	Educational Studies, Leadership and Counseling
<b>Sara Cooper</b>	associate	English and Philosophy
<b>Stephen Cox</b>	professor	Organizational Communication and Leadership
<b>Kevin Elliott</b>	associate	Political Science and Sociology
<b>Bellarmine Ezumah</b>	professor	Journalism and Mass Communications
<b>Robert Fritz</b>	associate	Global Languages and Theatre Arts
<b>Laura Hoffman</b>	associate	Veterinary Technology and Pre-Veterinary Medicine
<b>Raymond Horton</b>	associate	English and Philosophy
<b>Aaron Irvin</b>	professor	History
<b>Roy Keller</b>	professor	Management, Marketing and Business Administration
<b>Christopher Lennon</b>	associate	Biological Sciences
<b>Amy McCann</b>	associate	Music
<b>Michelle Panchuk</b>	associate	English and Philosophy
<b>Meeyoun Park</b>	professor	Music
<b>Eleanor Rivera</b>	associate	History
<b>Melony Shemberger</b>	professor	Journalism and Mass Communications
<b>Janice Thurmond</b>	associate	Nursing
<b>Firm Faith Watson</b>	associate	University Libraries
<b>Mary Williams</b>	associate	Mathematics and Statistics
<b>Megan Wilson</b>	associate	University Libraries

Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the above-named faculty for promotion, effective with the 2023-24 contracts. Vice Chair Owens seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Dr. Meinschein, yes; Mr. Owens, yes; Mrs. Roark, yes; Dr. Shemberger, pass; Mr. Waldrop, yes; and Dr. Tharpe, yes. The motion carried.

**2023-24 Faculty Tenure Recommendations, approved**

President Jackson reported that the faculty being recommended for tenure have undergone an extensive review process over many years and he is proud of each and every one of them. Regent Shemberger expressed appreciation to all faculty being recommended for tenure today. She remembers the process well as this represents a tremendous milestone in the life of an academic and they are to be congratulated. Provost Todd reported that the faculty listed below are recommended for the granting of tenure, effective with the 2023-24 academic year.

<b>Jessica Branch</b> .....	Early Childhood and Elementary Education
<b>Melissa Chapman</b> .....	Educational Studies, Leadership and Counseling
<b>Landon Clark</b> .....	Educational Studies, Leadership and Counseling



**Sara Cooper** .....English and Philosophy  
**Christopher Craig** .....Management, Marketing and Business Administration  
**Summer Cross** .....Nursing  
**Andrea Darracq** .....Biological Sciences  
**Kevin Elliott**.....Political Science and Sociology  
**Robert Fritz** .....Global Languages and Theatre Arts  
**Laura Hoffman**.....Veterinary Technology and Pre-Veterinary Medicine  
**Raymond Horton**.....English and Philosophy  
**Amy McCann**.....Music  
**Michelle Panchuk** .....English and Philosophy  
**Eleanor Rivera**.....History  
**Janice Thurmond** .....Nursing  
**Firm Faith Watson**..... University Libraries  
**David Wilbanks** .....Occupational Safety and Health  
**Mary Williams**.....Mathematics and Statistics  
**Megan Wilson**..... University Libraries

Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, award tenure to the above-named faculty, effective with the 2023-24 contracts. Regent Fitch seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Dr. Meinschein, yes; Mr. Owens, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; and Dr. Tharpe, yes. The motion carried unanimously.

### **Personnel Changes**

#### **Compensation Review Update, received**

President Jackson reported that an important peer analysis process is underway with regard to undertaking a compensation review to develop a platform to evaluate salaries at Murray State moving forward. Appreciation was expressed to Director Hixon, Vice President Dudley, the Compensation Review Committee and others for their work in this regard.

Director Hixon provided an update to the Board on the status of the Compensation Review Project with the following highlights:

- The first step in the compensation review process was for President Jackson to appoint a Compensation Review Advisory Committee. That Committee has been appointed and is comprised of 12 individuals representing faculty and staff, with Director Hixon serving as Project Manager. The individuals serving on the Advisory Committee were recognized by name as their efforts are very much appreciated.
- The Role of the Compensation Review Advisory Committee is to provide guidance and support to the project process. The Committee provides feedback to define the competitive market/benchmark institutions to be utilized for comparison and serves as a resource to the project team and consultant on faculty and staff perceptions, needs and interests. The Advisory Committee will also communicate and support final recommendations to the administration.
- The Compensation Review Consultant is Evergreen Solutions, LLC. Evergreen Solutions has national public sector consulting experience. The Consultants have performed work in 46 states and completed over 800 compensation and classification reviews and possess extensive public sector human resources experience. Evergreen Solutions also represents a full-service human resources consulting practice with expertise in higher education – which differs significantly from the private sector – school divisions, local governments, state agencies and quasi-governmental organizations.
- The University has established Compensation Review goals. These include identifying the current compensation system to ensure internal equity, including compression which may currently exist, and identifying a list of target peer institutions. This work occurred with close cooperation between Evergreen Solutions and the Advisory Committee. The peer list review took into consideration public, four-year comprehensive universities; Carnegie Classifications; Southern Association of Colleges and Schools Commission on Colleges benchmark institutions; regional proximity (250 to 300-mile radius) and total enrollment. It is believed this work resulted in a list of peer institutions which represent a good mix of universities. The next goal will be to survey the target peer institutions to ensure external equity (primary data to be utilized for review). Secondary data will also be utilized for comparison purposes and this includes College and University Professional Association-Human Resources (CUPA-HR, representing national data) and the local external labor market (specific to staff positions).
- Part of the work Evergreen Solutions will be undertaking is to present recommendations to provide Murray State with a compensation system that is equitable, both internally and externally. They will

also create implementation solutions that include current compensation and financial impact, as well as the findings from the compensation analysis.

- Vice President Dudley reported that implementation will represent a phased-in approach over a period of years. Evergreen Solutions will help the University determine how to budget for any recommended changes, as well as how to maintain the plan that is developed.
- There are four project phases, with the first being outreach. This includes project initiation and collection of appropriate client data which includes all faculty and staff salaries, extra compensation, Human Resources' policies, current pay structure and the promotion process for faculty (in close consultation with the Provost's Office). Appreciation was expressed to Director of Accreditation and New Programs Lori Roe in the Provost's Office for ensuring the correct data was available with regard to faculty-related compensation items. Phase 1 has now been completed.
- The second phase is internal analysis and includes assessing current conditions and undertaking data review. Phase 2 has also been completed.
- Phase 3 will involve external analysis. The list of target peer universities has been identified (15 institutions). Work is currently underway with regard to the Compensation Market Survey, including reaching out to these peer institutions, and beginning to look at market positioning.
- Phase 4 includes implementation of solutions and reporting.
- The Compensation Review Process is approximately halfway completed and the project is on schedule. The projected timeline for the project includes being able to present results to the Board in the fall. The majority of work remains to be undertaken as part of Phases 3 and 4.
- During the budget discussion Vice President Dudley reminded the Board that there is \$100,000 included in the budget to help this project get underway.

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

### **General Counsel Appointment – Robert L. Miller, reaffirmed**

President Jackson reported that General Counsel Miller does a fantastic job for the University and the action being requested today represents an annual process.

Vice Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, reaffirm the appointment of Robert L. Miller as General Counsel for Fiscal Year 2023-24 at an annual salary of \$152,867 (2022-23 salary), plus any 2023-24 salary increases approved for all University employees, effective July 1, 2023. Regent Fitch seconded and the motion carried.

### **Resolutions of Appreciation**

#### **Retiring Faculty and Staff, approved**

Provost Todd read aloud the following Resolution:

**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 2022-23 year:

**Tony Brannon** – Hutson School of Agriculture, 34.5 years  
**Terry Canerdy** – Veterinary Technology and Pre-Veterinary Medicine, 38.5 years  
**Cindy Clemson** – Adolescent Career and Special Education, 30 years  
**James Clinger** – Political Science and Sociology, 21 years  
**Katy Garth** – Nursing, 30 years  
**Randal Keller** – Occupational Safety and Health, 27 years  
**Timothy Vance** – Journalism and Mass Communications, 11 years

**Paula Waddill** – Psychology, 29 years  
**Timothy Wallin** – English and Philosophy, 11 years

**Patricia Akojie** – McNair Scholars Program, 5.5 years  
**James Barnett** – Jones College of Science, Engineering and Technology, 30 years  
**Robin Doss** – Breathitt Veterinary Center, 30.5 years  
**Patty Edwards** – Facilities Management, 26 years  
**Leslie Furches** – McNair Scholars Program, 13 years  
**David Garland** – Facilities Management, 31.5 years  
**Jeffery Gentry** – MSU Police Department, 21.5 years  
**Marion Hale** – Journalism and Mass Communications, 27.5 years  
**Mary-Elaine Horn** – Center for Adult and Regional Education, 20 years  
**Linda Johnsonius** – Center for Undergraduate Business Advising, 20.5 years  
**Mark Kendall** – Facilities Management, 25.5 years  
**William Lawrence, Jr.** – Breathitt Veterinary Center, 16 years  
**Mayda Ragsdale** – Student Disability Services, 30.5 years  
**Jeanie Robertson** – Teacher Education Services, 29.5 years  
**Susan Wood** – Student Financial Services, 14 years  
**Jennifer Young** – Office of Recruitment, 34 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 607.5 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.



\_\_\_\_\_  
Don I. Tharpe – Chair, Board of Regents  
June 2, 2023

Regent Shemberger moved that the Board of Regents, upon the recommendation of the Chair of the Board, approve the Resolution of Appreciation for Retiring Faculty and Staff as read aloud. Regent Fitch seconded and the motion carried.

**Dr. Don I. Tharpe, approved**

Vice Chair Owens read aloud the following Resolution:

**MURRAY STATE UNIVERSITY  
BOARD OF REGENTS**

**RESOLUTION OF APPRECIATION**

**DR. DON I. THARPE**

**WHEREAS**, Dr. Don I. Tharpe was appointed by the former Governor of Kentucky – Matthew G. Bevin – to the Board of Regents of Murray State University on July 13, 2017, to fill the expired term of Jenny Beshear Sewell; and

**WHEREAS**, he has exemplified outstanding leadership on the Board of Regents, serving as Chair from July 1, 2022 – June 30, 2023, and as Vice Chair from July 1, 2021 – June 30, 2022; and

**WHEREAS**, Dr. Don I. Tharpe has been an invaluable member of the Audit and Compliance Committee and has served as Chair since his appointment to the Board in 2017; and

**WHEREAS**, he has served as a member of the Athletics Committee since 2018, serving as Chair in 2022-23, and he has also been a member of the Ad Hoc Presidential Evaluation Processes Review Committee since 2020, serving as Chair in 2022-23; and

**WHEREAS**, he has provided transformational leadership as a member of the Buildings and Grounds Committee since 2018 and the Finance Committee since 2021 and served as an invaluable member of the Enrollment Management and Student Success and Legislative and Economic Development Committees in 2017; and


**WHEREAS**, Dr. Don I. Tharpe served as an ex-officio member of the Murray State University Foundation, Incorporated Board of Trustees in 2021-22 as Vice Chair and in 2022-23 as Chair of the Board of Regents and also as the National Collegiate Athletic Association Board Liaison; and

**WHEREAS**, he has served as an important advocate for the University as a 1974 and 1975 alumnus, having received the Distinguished Alumnus Award in 2005 and the African American Heritage Lifetime Achievement Award in 2018, and 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**, Dr. Don I. Tharpe's 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 2<sup>nd</sup> DAY OF JUNE, TWO THOUSAND AND TWENTY-THREE, BE IT RESOLVED** that we mark this milestone reverently with words Don I. Tharpe 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 Don I. Tharpe be preserved in the Minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 2<sup>nd</sup> day of June 2023.

  
\_\_\_\_\_  
Leon Owens – Vice Chair  
Board of Regents

Regent Shemberger moved that the Board of Regents, upon the recommendation of the Vice Chair of the Board, approve the Resolution of Appreciation for Dr. Don I. Tharpe as read aloud. Regent Waldrop seconded and the motion carried. Chair Tharpe received a round of applause and a standing ovation.

Chair Tharpe reported that during his tenure as Chair he could not have done it without the help of his wingman Leon Owens. Mr. Owens was presented with a plaque that read as follows:

Presented to Leon Owens  
Thanks for being my wingman. I could not have done this without you.  
Dr. Don I. Tharpe, 2022-23 Chairman, Murray State University Board of Regents

Vice Chair Owens received a round of applause.

Chair Tharpe reported that for six years he has been leaning on Secretary Hunt, particularly during his term as Chair. Ms. Hunt was presented with a plaque that read as follows:

Presented to Jill Hunt  
The best Board Secretary ever.  
My journey would not have been possible without your assistance.  
Dr. Don I. Tharpe, 2022-23 Chairman, Murray State University Board of Regents

Ms. Hunt received a round of applause.

### **Board of Regents Organizational Materials**

#### **2023-24 Election of Board of Regents Officers and Reaffirmation of Treasurer, elected and reaffirmed**

Chair Tharpe 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 for each of the officers: Chair, Vice Chair and Secretary. The Treasurer is appointed by and serves at the pleasure of the Board. Chair Tharpe read aloud the Procedural Guidelines for the Election of Officers which were provided in the eBoard book.

Chair Tharpe declared that nominations were in order for Chair of the Board of Regents, beginning July 1, 2023, through June 30, 2024. The Secretary called the roll and Dr. Evans nominated Leon Owens. All other members passed. There being only one nomination, Leon Owens was unanimously elected Chair, according to the *Bylaws* of the Murray State University Board of Regents, effective July 1, 2023. Regent Owens received a round of applause.

Chair Tharpe declared that nominations were in order for Vice Chair of the Board of Regents beginning July 1, 2023, through June 30, 2024. The Secretary called the roll and Dr. Evans nominated Virginia Gray. All other members passed. Chair Tharpe indicated there being only one nomination, Virginia Gray is unanimously elected Vice Chair, according to the *Bylaws* of the Murray State University Board of Regents, effective July 1, 2023. Regent Gray received a round of applause.

Chair Tharpe declared that nominations were in order for Secretary of the Board of Regents beginning July 1, 2023, through June 30, 2024. The Secretary called the roll and Dr. Evans nominated Jill Hunt. All other members passed. Chair Tharpe indicated there being only one nomination, Jill Hunt is unanimously elected Secretary of the Board, according to the *Bylaws* of the Murray State University Board of Regents, effective July 1, 2023. Ms. Hunt received a round of applause.

Chair Tharpe 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 beginning July 1, 2023, through June 30, 2024. The Secretary called the roll and Dr. Evans nominated Jackie Dudley. All other members passed. Chair Tharpe indicated that there being only one nomination, Jackie Dudley is unanimously reaffirmed as Treasurer to the Board of Regents, effective July 1, 2023. Ms. Dudley receive a round of applause.

#### **2023-24 Board of Regents Meeting Dates, approved**

The Board of Regents set the following meeting dates for 2023-24:

- **Annual Retreat – Thursday, August 24, 2023**
- **Summer Quarterly Meeting – Friday, August 25, 2023**
- **Fall Quarterly Meeting – Friday, December 8, 2023**
- **Winter Quarterly Meeting – Friday, March 1, 2024**
- **Spring Quarterly Meeting – Friday, June 7, 2024**

### **Policy Changes**

#### **New Board of Regents Policy Manual – Section 2.29 – Remotely-Operated Aircraft Systems/ Drones (first reading), approved**

Vice President Dudley stated that three programs on campus are currently using drones in their teaching and this represents a growing trend. General Counsel Miller drafted a Board policy, as well as a policy to be included in the *Personnel Policies and Procedures Manual*. General Counsel Miller reported that the Federal Aviation Administration (FAA) has issued administrative regulations in regard to drone use. The FAA worked diligently to merge the use of low-flying, remotely-operated drones within their regulations for flying aircraft. The changes the FAA has made will help with student learning and teaching, especially since there are more departments taking advantage of this opportunity. The Hutson School of Agriculture is at the forefront of using drone technology for working with field management. Flexibility has been built into the policy as regulations may change over time. In furtherance of providing the safest possible learning and living environment for members of the campus community, the University administration proposes the adoption of new *Board of Regents Policy Manual – Section 2.29* to address the use of remotely-operated aircraft systems (drones) on campus property. This policy is proposed in conjunction with a new section of the University’s *Personnel Policies and Procedures Manual*, addressed separately, which will contain additional information for pilots and operators of drones on campus.

Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University and the University General Counsel, approve the new *Board of Regents Policy Manual – Section 2.29 – Remotely-Operated Aircraft Systems/Drones* (first reading) as presented. Regent Fitch seconded and the motion carried.

(See Attachment #13)

**Revised Board of Regents Policy Manual – Section 6.4 – Staff Congress (first reading), approved**

Regent Evans recognized the Staff Congress Executive Committee, specifically the Credentials and Elections Committee, that undertook the majority of the work on the policy being proposed today. The overall goal of the policy change is to align the number of staff members with the number of positions in vice presidential areas. This will provide a better balance of staff and also help with future Staff Congress elections. President Jackson expressed appreciation to Regent Evans and Staff Congress for their work in this regard.

The Staff Congress approved changes to its *Bylaws*, specifically *MSU Staff Congress Bylaws – Article I – Section 3 – Representation* on May 17, 2023. The proposed changes to the Staff Congress *Bylaws* were recommended in order to provide a more equitable campus representation as a result of changes in FTE in the current recognized categories. The revised *Bylaws* modify the representation categories from employment classifications to one based upon the University’s organizational structure. The proposed representation was developed through a review of the FTE totals for each of the organizational areas of campus. The FTE totals were provided by Human Resources. MSU Staff Congress, as expressed in its revised *Bylaws*, requests revisions to the *Board of Regents Policy Manual – Section 6.4 – Staff Congress* as outlined in the document provided in the eBoard book.

Vice Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the revised *Board of Regents Policy Manual – Section 6.4 – Staff Congress* as presented in this first reading. Regent Evans seconded and the motion carried.

(See Attachment #14)

**Revised Board of Regents Policy Manual – Section 6.9 – Student Government Association Constitution (first reading), approved**

Regent McGowan reported that the current Constitution of the Murray State University Student Government Association allocates two positions classified as “freshman Senator” positions. Currently, students are only eligible to run based on their academic classification entering college. Furthermore, a freshman classification requires a student to have no more than thirty (30) credit hours; therefore, current constitutional statutes limit the population of students eligible to run and to vote for these positions.

The Executive Council of the MSU Student Government Association, with assistance from the 2022-23 freshman Senators Tiler Ware, Karsen Starks and Enrollment, Management and Student Success Committee Senate Chair Emma Gage have presented *Resolution 92-23-RI: Resolution to Amend Article III Section 5 and Article VII Section 1 of the Student Government Association Constitution* which would, upon passage, extend the qualifications for students to run and vote for the two freshman Senator positions. These changes, if adopted, would enable student eligibility to be based off of both academic classification and how many credit hours the student has earned after high school graduation; allowing for students who have completed dual-credit courses in high school the opportunity to participate in freshman Senator elections.

This referenced Resolution was introduced in the Student Senate on February 15, 2023, and passed unanimously on March 8, 2023. The amendment then appeared on the general election ballot and received a plurality vote. If the proposed SGA Constitution changes are approved by the Board, *Section 6.9 – Student Government Association Constitution* – of the *Board of Regents Policy Manual* will need to be updated to reflect the revised Student Government Association Constitution.

Vice Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the changes to the Student Government Association Constitution as outlined in the attached document and approve the revision of the *Board of Regents Policy Manual – Section 6.9 – Student Government Association Constitution* (first reading) – to reflect those changes. Regent Roark seconded and the motion carried.

(See Attachment #15)

### **Proposed Flexible Work Arrangements Policy Update, received**

Vice President Dudley and Director Hixon provided an update on the status of the proposed Flexible Work Policy with the following highlights:

- Discussions regarding a Flexible Work Policy arose as a result of the pandemic and have been ongoing for over a year. Current statute indicates that, “The purpose of state universities and colleges is to give instruction at the college level, in residence and through extension study, in academic, vocational and professional subjects and in the science and art of teaching, including professional ethics, to conduct training schools, field service and research and to render such supplemental services as conducting libraries and museums, dormitories, farms, recreational facilities and offering instruction in such general and cultural subjects as constitute a part of their curricula.”
- The Faculty and Staff Insurance and Benefits Committee established a separate subcommittee to review the proposed Flexible Work Arrangements policy, specifically to provide suggestions and recommendations. The University administration compared the proposed policy to 18 Kentucky public and Missouri Valley Conference institutions in order to identify any potential discrepancies. The majority of those institutions utilized for comparison purposes have in place some sort of policy in this regard. Certain positions on the MSU campus – from a recruitment and retention standpoint – are not eligible for flexible work and this represents a critical component of the policy.
- The proposed policy would be for regular staff only which represents one of the best practices found among the other universities studied. Within the policy, flexible work arrangements would not exceed one fiscal year for any individual approved for such a plan. The policy would allow for re-evaluation at the end of that one year to ensure the arrangement is still working for the institution and the employee. The flexible work arrangement is not intended for incidental or brief periods of time that can best be managed through use of leave or other arrangements with the supervisor. Flexible work arrangements are also not intended to be implemented on a week-by-week basis.
- As stated, a flexible work plan is not feasible within some departments or for certain positions, including but not limited to, those that require a physical presence on campus and/or require specific working hours or shift work.
- Any request for a flexible work plan must be supported and submitted by the supervisor and recommended by the administrative head and Dean and/or Director, in consultation with Human Resources. A Flexible Work Arrangement Agreement must be completed detailing the work plan so both the employee and supervisor have very clear expectations. The flexible work plan must support the mission of the University and department and it must not affect services provided to the campus community or contribute to the need for departments to incur overtime. There must be no negative impact to the department or services being provided to students. Ultimately, final approval by the appropriate Vice President or President will be required.
- A minimum of six consecutive months of service completed in the position is required in order to be eligible for a flexible work plan, unless such an arrangement is recommended by the supervisor/ administrative head. This requirement is waived if a new or open position is designated for flexible work. There are compliance requirements for flexible work outside of Kentucky as there are various

employment laws specific to each state and workers' compensation laws must also be taken into consideration.

- If the Flexible Work Arrangements Policy moves forward, supervisory training will be required on how to effectively manage the flexible work environment.
- It is anticipated that a proposed policy will be presented to the Board of Regents at the next Quarterly Meeting.
- Confirmation was provided that the elements just outlined were discussed with the Insurance and Benefits Committee and at the administrative level but the Insurance and Benefits Committee still has questions about the six-month requirement and also which positions would be eligible for such an arrangement.
- Confirmation was provided that the Insurance and Benefits Committee approved and put forward its recommendation in regard to a Flexible Work Arrangements Policy. Vice President Dudley previously shared with the Committee that the policy had not been approved by the President or General Counsel and this work must occur before anything can move forward and be presented to the Board.

This update was provided for informational purposes only and required no Board action.

### **Closed Session**

Chair Tharpe requested a motion for the Board to go into Closed Session pursuant to Kentucky Revised Statute 61.810(1)(c) for discussions regarding pending litigation against the University. Regent Shemberger so moved, seconded by Regent Fitch, and the motion carried. Closed Session began at 4:45 p.m. Secretary Hunt and General Counsel Miller remained in Closed Session.

### **Open Session/Reconvene**

Chair Tharpe requested a motion for the Board to reconvene in Open Session. Vice Chair Owens so moved, seconded by Regent Gray, and the motion carried.

Chair Tharpe reconvened the Quarterly Meeting and Committee meetings of the Board of Regents at 5:57 p.m. and reported that no action was taken during Closed Session.

### **Supplemental Materials**

President Jackson reported that supplemental materials were included in the eBoard book as follows: "Good News" Report (Spring 2023); Quarterly Branding, Marketing and Communication Report (January – March 2023) 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**

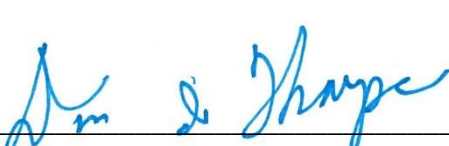
Chair Tharpe thanked his fellow Board members for their preparedness and participation. He appreciates their kind words, gifts, time and friendship. Their service is very much appreciated. Go Racers!

### **Adjournment**

There being no further business to come before the Board, Chair Tharpe requested a motion to adjourn. Regent Gray so moved, seconded by Regent Fitch, and the motion carried.

The Board of Regents Quarterly Meeting and Committee Meetings adjourned at 6 p.m.

  
Secretary Jill Hunt

  
Chair Don I. Tharpe