

Minutes of the Quarterly Meeting of the Board of Regents
Murray State University
June 3, 2022

Call to Order/Roll Call

The Murray State University (MSU) Board of Regents met on Friday, June 3, 2022, in Quarterly and Committee Session in the Pogue Library Jesse Stuart Room on the Murray State University campus. Chair Eric Crigler called the meeting to order at 8:30 a.m. and welcomed those joining the meeting in person and via livestream. The roll was called and the following Board members were present: Eric Crigler, Jessica Evans, Robbie Fitch, Virginia Gray, Leon Owens, Ian Puckett, Lisa Rudolph, Melony Shemberger, Don Tharpe and Tom Waldrop. Absent: none.

Others participating in the meeting were: Robert L (Bob) Jackson, President; Jill Hunt, Senior Executive Coordinator for the President, Coordinator for Board Relations and Secretary to the Board; Tim Todd, Provost and Vice President for Academic Affairs; Jackie Dudley, Vice President for Finance and Administrative Services and Treasurer to the Board; Don Robertson, Vice President for Student Affairs and Enrollment Management; Robert Miller, General Counsel; Jordan Smith, Executive Director of Governmental and Institutional Relations; Shawn Touney, Executive Director of Marketing and Communication; Information Technology staff and members of the general public and news media.

AGENDA

Call to Order

Chair Crigler

Roll Call

Secretary Hunt

Public Participation

Chair Crigler

Consent Agenda

Chair Crigler/President Jackson

- A. Minutes of the Quarterly Meeting and Committee Meetings of the Board of Regents on March 11, 2022, and Minutes of the Special Meeting of the Board of Regents Finance Committee on May 26, 2022*
- B. Report of the Registrar (May 2022 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
- E. Personnel Changes – Staff Leaves of Absence without Pay*

Report of the Chair

Chair Crigler

- 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

Committee Reports/Recommendations

- A. Academic Excellence and Scholarly Activities Regent Shemberger
 - 1) Academic Administrative Appointments Update (For Information Only)
 - 2) 2022 Board of Regents Teaching Excellence Awards*
 - 3) Professor Emeritus Designations*
- B. Athletics Chair Crigler
 - 1) Personnel Changes*a.
 - a. Head Coach Contracts of Employment Amendments – Steve Prohm,

	Kara Amundson and Adam Kiesler	
2)	b. Director of Athletics Contract of Employment – Kevin Saal Resolutions of Acknowledgement and Appreciation* a. Coach Kara Amundson and the Women’s Softball Team b. Coach Adam Kiesler and the Track and Field Team c. Women’s Golf Coach Velvet Milkman	
C.	Audit and Compliance	Vice Chair Tharpe
1)	Internal Auditor Search Update (For Information Only)	
D.	Buildings and Grounds	Regent Fitch
E.	Enrollment Management and Student Success	Regents Rudolph and Puckett
1)	Preliminary 2022 Enrollment, Retention and Academic Advising Update (For Information Only)	
2)	Revised Freshmen Admission Requirements*	
12 noon (approx.)	Break for Lunch	
1 p.m. (approx.)	Reconvene	
F.	Finance	Regent Owens
1)	Approval of Public-Private Partnership (P3) Pre-Development Agreement*	
2)	2022-23 University Budget with Executive Summary and Salary Roster*	
3)	Disposition of Surplus Property* a. Fire Truck b. Highway 121 Property	
4)	Projects Approval*	
5)	Personal Services Contracts*	
G.	Legislative and Economic Development	Regent Gray
H.	Marketing and Community Engagement	Regent Waldrop
1)	Gift-in-Kind – Vetscan Equipment and Supplies – Hutson School of Agriculture*	
NOTE:	<u>Full Board action will follow Committee action.</u>	
<u>2022-23 Faculty Promotion Recommendations*</u>		President Jackson
<u>2022-23 Faculty Tenure Recommendations*</u>		President Jackson
<u>Personnel Changes</u>		President Jackson
A.	Appointment of Dean of University Libraries – Christine Layne Ferguson*	
B.	Reaffirmation of General Counsel Appointment – Robert L. Miller*	
<u>Policy Changes</u>		President Jackson
A.	<i>Personnel Policies and Procedures Manual – Section IV J – Bereavement Leave Policy</i> (second reading)*	
<u>Resolutions of Appreciation*</u>		President Jackson
A.	Retiring Faculty and Staff B. Eric F. Crigler C. Lisa Rudolph D. Ian Puckett	
<u>Board of Regents Organizational Materials</u>		Chair Crigler
A.	2022-23 Election of Board of Regents Officers and Reaffirmation of Treasurer*	
B.	2022-23 Board of Regents Meeting Dates*	
<u>Supplemental Materials (For Information Only)</u>		President Jackson
A.	Public-Private Partnership (P3) Presentation (May 26, 2022)	

- B. "Good News" Report (April 2022)
- C. Quarterly Branding, Marketing and Communication Report (January – March 2022)
- D. Sponsored Programs – Grants and Contracts Report

Other Business

Chair Crigler

Adjournment

Chair Crigler

(*Requires Board of Regents Action)

Public Participation

Chair Crigler reported that three individuals signed up to speak during the Public Participation portion of the meeting and the Public Participation Guidelines were read aloud.

The first individual to speak was Dr. Aaron Irvin, Associate Professor of History and a ten-year employee, who was present representing the faculty associated with the United Campus Workers (UCW) of Kentucky. He stated that the UCW's first platform is living wages and affordable healthcare and when compared to peer universities, the wages for campus workers, including tenure-track and tenured faculty, is lagging at Murray State. Under President Jackson's tenure, University employees have already been dealt an 8.7 percent cut to their real wages. Meanwhile, housing costs have risen 18.15 percent in the past 36 months in Calloway County alone. The rise in the cost of living over the last 12 months currently stands between 7 and 8.5 percent. Murray State faculty and staff have seen no merit raises nor adequate cost-of-living adjustments (COLA) in a decade. According to Dr. Irvin, most employees make less now than they did when hired. As was outlined in the Staff Perspective Survey presented at the last Board meeting, almost one-half of staff are considering leaving. The faculty were similarly surveyed and even amongst tenured and tenure-track faculty, the statistics would be similar. As proof of this he pointed to the very existence of UCW on campus over the past semester as a direct sign of the dissatisfaction among the faculty with the current administration. Dr. Irvin indicated that in response to these present economic realities, Kentucky state workers are receiving between an 8 to 10 percent COLA this year and up to 12 percent in 2023. Murray State University's administration has planned for a 3 percent COLA for all regular faculty and staff – less than half of the rise in the cost of living this year alone, further reducing wages by a total of 14 percent since 2018. Student workers, meanwhile, will receive zero COLA for the next budget cycle. The MSU United Campus Workers of Kentucky is calling for a 10 percent cost-of-living adjustment for all campus workers in the next budget cycle. This not only is on par with state workers but will begin the process of Murray State offering faculty competitive wages once again. In the long term, faculty ask the Board of Regents to commit to implementing a standard yearly budget adjustment that codifies the annual COLA adjustments linked to the statewide cost-of-living increases. This will help with both faculty and staff retention and student retention. As President Jackson has stated, faculty are the frontlines for retention and recruitment. Their direct efforts attract students to Murray State and these students account for 71 percent of the University's income. Faculty call on the Board of Regents to invest in Murray State University – to invest in those aspects of the University that pay the bills and to pay faculty what they are worth and invest in the long-term financial health and well-being of the University.

The second individual to speak was Jonathan Shelly Baskin, Institutional Review Board Coordinator. He has been at the University in some capacity since he came to Murray State as an undergraduate student in 2005. He believes the currently-proposed COLA for this year is fully inadequate for the needs of campus workers. This, plus the administration's lack of transparency with regard to the University's finances, have left campus workers frustrated and burnt out. While the University celebrates not raising tuition and advertises being one of the least expensive schools in the state, workers are told that there isn't any money in the budget for recurring expenses like raises, benefits or new positions. Meanwhile, employees see plans being made for future buildings, along with the significant recurring costs those bring. Employees understand that the realities of public higher education in the state have necessitated deep cuts to budgets across the Commonwealth but this does not mean years of stagnation are an inevitable

outcome. When the financial picture laid out in the University's annual audits and recent bond statements is reviewed, they see a University that is steadily growing its assets rather than one in perpetual distress. Cash, reserves and investments are all the highest they have ever been and the University's debt ratio is great. Everything looks good yet employees are told to cut department budgets and they won't receive a raise that matches inflation. All this has led to what seems to be the beginning of the exodus of even long-time employees and faculty and staff have come to the conclusion that the only way to get fair pay and to stay in shared governance is to get out. The long-term consequences of losing experience and the institutional knowledge they carry with them is not hard to imagine. Murray State prides itself on its value and rightly so and providing students with an affordable, high-quality education is a worthy endeavor, but if Murray State cannot afford to pay its workers enough to keep up with inflation, maybe it cannot afford to be the cheapest university in the Commonwealth.

The third individual to speak was Dr. Antje Gamble, Associate Professor of Art History, who just completed her seventh year at Murray State. Student members could not attend today so she is serving as their representative. Student workers do many important jobs on campus; however, they are the only job class that gets zero raises in the current budget. Many student workers are also supporting themselves and their families by working on campus, particularly because there are so many low-income, first-generation students. The majority of student workers are paid the federal minimum wage of \$7.25 per hour. The national minimum wage was set at \$7.25 in 2009 and student workers have not received a raise over this period of time. When she was a student worker in 2001 at another university in a different state she was paid \$8.25 per hour. Many student workers, particularly those in housing, are also victims of wage theft. Students can only work a total of 20 hours per week on the books but their jobs often demand more. They are forced to work unpaid hours, face reprimand by supervisors or even put their financial aid at risk if they go over those 20 hours. This is unsustainable. The Board is being asked to consider student workers as integral employees. The University will continue to lose student workers unless changes are made. Murray State prides itself on its value and rightfully so but they would like to make sure student workers are also seen for their value in their respective job class. Copies of the UCW full platform were provided to the Board.

Chair Crigler asked if there were any clarifying questions from members of the Board. There being none, the Public Participation portion of the meeting ended.

Consent Agenda Items, approved

Chair Crigler 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*
 - Minutes of the Quarterly and Committee Meetings of the Board of Regents on March 11, 2022, and Minutes of the Special Meeting of the Board of Regents Finance Committee on May 26, 2022
- Report of the Registrar (May 2022 Conferral of Degrees)* (See Attachment #1)
- Audit and Compliance Committee (For Information Only)
 - Office of Internal Audit – Internal Audit Work Status Report
 - Audit and Compliance Committee – Office of Internal Audit – Summary of Presidential Travel Report
- Finance Committee – Personal Services Contracts – Schedule of Expenditures (For Information Only)
- Personnel Changes – Staff Leaves of Absence without Pay (processed as of May 6, 2022)*

Name	Department	Effective Date
Clara Bearsby	Teacher Education Services	01/24/2022; 01/27/2022; 02/25/2022
Rebecca Billington	University Libraries	01/13/2022-01/14/2022
Joanne Guns	Residence Halls	02/25/2022-04/01/2022
Owen Kieffer	University Store	02/02/2022
Jeremy Kimbro	Facilities Management	02/21/2022
Miriam Oliver	English and Philosophy	11/30/2021-12/02/2021* 02/17/2022-08/17/2022
Ryan Page	Facilities Management	01/25/2022-01/28/2022 02/11/2022

Charles Tidwell	Police Department	04/08/2022-04/09/2022
Kassia Tucker	Career Services	01/31/2022-02/04/2022
Jacob Warren	Facilities Management	02/01/2022

*Intermittent Leave

On behalf of the Board of Regents, upon the recommendation of the President of the University, Regent Owens moved for approval of the Consent Agenda items. Vice Chair Tharpe seconded and the motion carried unanimously.

Report of the Chair, received

Chair Crigler indicated that annually there is a presidential evaluation undertaken by the Board, under the direction of the Chair and Vice Chair who are delegated responsibility for combining the results of various inputs and formulating a summary report. He and Dr. Tharpe reviewed that report with President Jackson and it was read aloud for the record as follows:

**ANNUAL PRESIDENTIAL EVALUATION SUMMARY
BOARD OF REGENTS CHAIR AND VICE-CHAIR
COMPLETED MAY 2022**

“In accordance with the Board Operating Procedure for the Annual Presidential Evaluation, the Chair and Vice-Chair submit this Annual Presidential Evaluation Summary. For the preparation of this summary, the Chair and the Vice-Chair utilized the following items: Presidential Evaluation Questionnaire responses by the Board of Regents members, the President’s Self-Assessment, and our own Assessments. Supplemental materials included: 2021 Administrator Reviews – President, 2021 Staff Perspectives Survey, Resolution of Appreciation from the Student Senate, Citation of Appreciation from the House of Representatives from the Commonwealth of Kentucky, and a Letter of Appreciation from Indiana Task Force One of the Federal Emergency Management Agency.

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

The first six (6) categories had listed subsections and the respondents could mark each subsection as follows: **Strongly Agree; Agree; Disagree; Strongly Disagree; and Cannot Judge.** Additionally, each category provided space for general comments. All Board of Regent members who served from the beginning of Fiscal Year 2021-2022 responded. The responses were aggregated anonymously within the university’s information technology department and the aggregate responses were forwarded to the Chair and Vice-Chair.

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

Dr. Jackson effectively works with key constituents to achieve the strategic agenda of the university. He did an admirable job in keeping the university open, safe, and operational during the pandemic. The Board is impressed that, despite issues that demanded the time and attention of the President over the last academic year, like the COVID pandemic, athletic conference realignment, and a regional natural disaster, University priorities have continued to advance, including a new \$12 million bond issuance for deferred maintenance on campus, a new agreement with Shandong Technology and Business University, and public-private partnership capital project evaluations. Sharing the vision statement and strides made in the performance funding more prominently may help to communicate these objectives even further throughout the campus and community. When it became apparent that our athletic conference affiliation was at risk of losing qualifying status, the President led the effort to membership in the Missouri Valley Conference and Missouri Valley Football Conference. These moves will raise the status of the University, and better align our exposure to the footprint of our student body and alumni. Dr.

Jackson is viewed by the Board as a well-rounded President, and an enthusiastic and articulate promoter of Murray State's values and mission.

In terms of leadership, Dr. Jackson is effective in conveying confidence in the University's direction, bringing a sense of energy, pride, and excitement to Murray State. His love for and dedication to the University have been infectious throughout the campus and the larger Murray State University community. President Jackson leads by example – and the example he sets is one of dedication to the University and a tireless work ethic. The President has attracted, developed, led, and encouraged a highly effective executive team and motivates them and other constituents to get behind Murray State's vision. His administration seeks innovative ways to recruit students and is encouraged to continue to develop alternative approaches, like online programs, that can fit the demands of future students, both traditional and non-traditional alike. Responses by the Regents consistently commend President Jackson for his commitment and drive, and for navigating the University through the pandemic and always ensuring campus safety. Dr. Jackson regularly implements new policies and changes, based on the wide range of input he receives. He and his team have several accomplishments over the last year including creating a new Parental Leave Policy, efforts to enhance recruiting and retention, athletics realignment, and record fundraising. At the same time, under Dr. Jackson's leadership, the university continues to enjoy an outstanding academic reputation and has maintained its high rankings in many national publications.

The President's background in finance and his former presidency of the university Foundation have equipped him to be an excellent steward of the university's financial resources. He and his team have managed through the pandemic without faculty and staff salary cuts, benefit reductions, furloughs, or permanent layoffs, all the while ensuring a balanced budget. Pension issues in Kentucky and the performance funding formula have been significant headwinds during this period. Dr. Jackson is doing a good job of allocating resources appropriately among academic departments, deferred maintenance, faculty, and staff. He is encouraged to continue efforts on recruiting and retaining faculty and staff, including the recent raise for university employees of up to a 3.5% pay increase. Additionally, he has reviewed existing areas of academic growth and decline in order to invest and/or reduce where needed to more efficiently allocate the University's finite resources. Overall, President Jackson's administration has applied the university's financial resources in an effective manner that achieves the pillars of the institution's strategic plan.

Dr. Jackson fosters shared governance and ensures communication with Student Government Association, Faculty Senate, and Staff Congress. He prioritized faculty and staff positions during the pandemic and continues to make rational decisions in the face of political pressure. President Jackson is encouraged to continue the shared governance model in place at the university and to continue exploring policies that could lead to enhanced career opportunities for faculty and staff. His administration implemented selected Work-Life Balance Task Force recommendations, such as changes to the Parental Leave Policy as well as the Bereavement Leave Policy. Task forces appointed by the President may want to publish the goals and progress of groups in the campus community to help foster additional opportunities for shared governance. The establishment of the Task Force on Institutional Diversity, Equity and Inclusion has spawned the *Regents Fellows Program*, the *Diversity Fellows Program* and doubled the *Mills Scholarships*. The President's Task Force on Academic Advising has been established to improve academic advising, student retention and assisting at-risk students. President Jackson conveys a deep love for Murray State and has broad support from our student body. He responds to concerns raised by the university's internal constituencies and is perhaps the most student-oriented President Murray State has ever had.

In terms of external relations, Dr. Jackson represents the University in a very positive manner to alumni, friends, and others in the promotion of Murray State. The President has worked tirelessly to maintain Murray State's public presence with various external stakeholders. His relationships with the Kentucky General Assembly and his advocacy for the university has been critical to the university's success in obtaining funding for deferred maintenance priorities, a new building for Nursing and Health Professions and navigating through the pandemic. His leadership has been acknowledged statewide, as he continues to serve as the Convener (Chair) of the Council on Postsecondary Education (CPE) President's Council for our public universities. Dr. Jackson shows an inspiring commitment to student recruiting. Although somewhat limited by the pandemic, President Jackson spent as much time as possible on the road, visiting high schools

and education personnel, helping the university remain very visible in the 18-county service region and beyond. The President is talented in institutional advancement as well. This year marked the best fundraising year in the last decade. He has coordinated a major comprehensive fundraising campaign to correspond with the Murray State University Centennial Celebration in October of 2022.

President Jackson provides relevant and timely information to the Board of Regents, and he is effective in clarifying complex issues by synthesizing and summarizing key points. Dr. Jackson does a good job of keeping the board focused on the main challenges facing the university at any given moment, including risks or areas of underperformance. Given the challenging higher education environment currently, more time may be needed to discuss these areas of concern in the future. Regular communications between the President and Regents have greatly enhanced the members' ability to get up to speed and gain knowledge on key issues, allowing for more streamlined meetings. The Board of Regents has been asked to make big decisions in the recent past: the COVID pandemic, Kentucky pension crisis, and athletic realignment, to name a few. All of these have been very public issues and were handled calmly and professionally. The President provided background information, alternative choices, peer comparisons, professional input where appropriate, and sound guidance. He has made sure the Board is informed, involved, and positioned in a manner to effectively support the vision and mission of the University.

President Jackson's listed accomplishments were set forth in his Self-Assessment and they included: COVID-19 Pandemic Response; Enrollment Management; Recruiting and Retention; Task Force on Institutional Diversity, Equity and Inclusion; New Academic Offerings, Enhancements and Changes; President's Task Force on Academic Advising; Campus Enhancements; Financial Management; Private Fundraising; Government Relations and Legislative Activity; Student and Campus Life Enhancements; Athletics; and Leadership. Significant progress has been made in all these areas under Dr. Jackson's leadership during the past academic year.

Many of the achievements and contributions by President Jackson over the last twelve months will literally have historical consequences for our institution. Per Board responses, these are viewed as having been some of the most important.

- Campus Capital Projects – Including deferred maintenance, Curris Center renovations, funding for a new Nursing and Health Professions Building, and Public-Private Partnership Student Housing and Dining Hall.
- Handling of the COVID-19 pandemic – Providing a safe environment for students, faculty and staff while keeping a commitment to student learning. Developing a regional vaccination center.
- Athletic Conference Realignment – Greater institutional visibility, student recruitment and alumni footprint aligned with university goals. More alumni giving and sponsorship opportunities. Better competitive environment for our student-athletes.
- Student Recruitment – Keeping undergraduate enrollment flat in an environment where first-time freshman enrollment is down 12-14% nationally. Largest graduate enrollment in last five years.
- Fundraising – Raising \$13.2 million in new gifts and pledges, the best total in over ten years. Launching a new comprehensive campaign in conjunction with the Centennial Celebration. New private funds for scholarships and campus enhancements.
- Financial Management – No furloughs, permanent layoffs, and no salary or benefits cuts for employees. Balancing the budget while providing a raise for faculty and staff. Securing additional funding from Frankfort for deferred capital projects and new campus building.
- Tornado Response – Providing resources to our region in its time of need after a historic natural disaster. Supplying a dry, warm, and secure place for the first responders in the aftermath of the disaster.

President Jackson has stated that the role of Murray State University is to recruit, retain, educate, and graduate students and all challenges, opportunities, and decisions are directed towards those goals. The overwhelming majority of notations by board members were in the "Strongly Agree"

category and there were only a few notations in the “Disagree” category and none in the “Strongly Disagree” columns. As such, we recommend that President Robert L Jackson be viewed as having been **very effective** as President of Murray State for the 2021-2022 academic year. Finally, the Board is appreciative to Dr. Jackson for his leadership, especially during the pandemic, and believes that we are indeed fortunate to have a person of his caliber as our fourteenth (14th) President.”

Respectfully submitted,

Eric F. Crigler, CFA – Chair, Board of Regents
Dr. Don Tharpe – Vice-Chair, Board of Regents

The action being requested today also includes an amendment to the President’s Contract of Employment to extend his contract for an additional year at the same salary rate, plus any COLA provided for other employees, effective July 1, 2022.

Regent Owens echoed the sentiments of the Chair and Vice Chair in the report presented. President Jackson exemplifies the best in leadership, particularly for the University given the current economic climate, and he communicates and ensures transparency. As Chair of the Finance Committee, there is no information that is not provided and there is never a question that is not answered. The team he has assembled to work with him in this regard represents this University well. He is to be commended and his contract amended accordingly.

Vice Chair Tharpe added that he and Chair Crigler met personally with Dr. Jackson. It was clear from that conversation Dr. Jackson understands the position and what he has to do to accomplish the job – and it is a lot. Murray State University is fortunate to have Dr. Jackson and he has put together a team to help him manage the University. He has contingency plans in place moving forward with regard to the budget which is dependent on Frankfort. In reviewing state universities across the Commonwealth, MSU is in a good position because it has managed its assets well and is looking toward the future. A lot is going on at Murray State and the Board applauds Dr. Jackson for his efforts in leading the team.

Regent Puckett echoed the sentiments expressed in the evaluation. Dr. Jackson is a very student-oriented President and his efforts to help with the Student Government Association are appreciated. He attended almost every meeting this year and when he could not attend he was either in Frankfort or visiting high schools and communities representing Murray State. He is very visible and makes sure Murray State’s presence is felt in the 18-county service region and beyond. Throughout the year when he needed help with the SGA or other entities, Dr. Jackson and his team were only one phone call away and there was never any question not answered. The students really felt the love the University has for them and appreciate Dr. Jackson’s service to the student body.

Regent Waldrop added that not only was the Board polled in order to provide the data presented but was also given the results on an aggregated basis. The Chair and Vice Chair are to be commended for being able to provide a narrative for the data received. It is his opinion that their response is an accurate reflection and fair assessment of the data that was aggregated from the responses of this group and it is important for the public to know this fact.

Regent Rudolph agreed and indicated that the Board was provided with the raw data and all know what every member response was which allowed them to know the summary provided by the Chair and Vice Chair was exactly what was submitted. Dr. Jackson has the University on a great trajectory, has assembled a wonderful team and is forward thinking. The team is always building and projects in the works now will benefit this University in the future and this is appreciated.

Regent Evans expressed appreciation for the documents provided as part of the presidential evaluation process as they helped provide perspective. The nature of her work over the past several years has been on continued improvement. Exploring policies that can enhance or lead to career enhancement for faculty and staff is extremely important but is one area where the University can continue to develop. As an ex-officio member of a shared governance group on campus, she does think there could be more opportunity to enhance overall shared governance on campus, particularly when it comes to committee work. There are oftentimes where presidential

committees are not as clear on their goals and objectives and they have not posted their responses, meeting minutes or goals that have been met. This represents another area for improvement. Vice Chair Tharpe added that under the President's Delegation of Authority – of which the Board approves – he believes a lot of these issues are covered. The President meets with faculty, staff and students consistently.

Chair Crigler reminded the Board that two years ago the process for conducting presidential evaluations was reviewed with a conscious effort to add even more transparency for the Board. All members of the Board may not have previously received the raw responses but that is now provided in advance, along with the summary report, and the Vice Chair was added to the evaluation process to provide more stability.

Report of the Chair and Vice Chair – President's Annual Performance Evaluation and President's Amended Employment Contract, approved

Chair Crigler reported it has been the Board's practice to extend the President's Contract of Employment for an additional year following a favorable performance evaluation. A Contract of Employment extension would send a positive message relative to the Board's confidence to President Jackson, the Murray State community and the public.

On behalf of the Board of Regents, upon the recommendation of the Chair and Vice Chair of the Board of Regents, Regent Owens moved for approval of the Report of the Chair and Vice Chair as it pertains to the President's Annual Performance Evaluation and the President's Contract of Employment, as amended and presented, to include any 2022-23 salary increases approved for all University employees, effective July 1, 2022. Regent Fitch seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Mr. Owens, yes; Mr. Puckett, yes; Mrs. Rudolph, yes; Dr. Shemberger, yes; Dr. Tharpe, yes; Mr. Waldrop, yes and Mr. Crigler, yes. The motion carried unanimously.

On behalf of the Board, Chair Crigler expressed appreciation to President Jackson for his leadership and navigating the University throughout this historic year. President Jackson thanked the Board for the trust they have placed in him and the administration, faculty, staff and students. All are here to serve the students of this University and to do so well. He understands this does not mean there is not room for improvement. The last two and a half years have represented a unique time for everyone. All have navigated through this time hourly, pivoting regularly and making people happy and sometimes not so happy but always keeping the best interests of the University in the forefront. The last Staff Perspective Survey that was referenced earlier is from 2020-21 which was in the middle of the pandemic. This is the report where employees referenced leaving their jobs and many thought about that during this period. In regard to how many faculty members have retired this year, the number is 17 or 18. He pulled data from the past six years because he wanted to know the answer to questions he was receiving from the Board and others in this regard. Pre-pandemic in 2018-19, there were 18 retirements; in 2017-18 there were 18 retirements; in 2016-17 there were 18 retirements – the exact same number as 2020-21. He is grateful, as a student who walked on this campus 41 years ago, that this is still a good, special place and he appreciates the Regents and the hard work they put into this job for free. He appreciates the work constituency Regents do on campus because these are not easy jobs for anyone. He also appreciates how difficult this time has been for the administration because they have been on campus each and every day since the pandemic began to keep campus safe and healthy. He wanted to be clear about facts that have been publicly stated regarding retirements. Data shows there is not a mass exodus and there are many talented and dedicated faculty and staff across campus who help to advance this institution and work will continue in this regard. President Jackson received a round of applause.

Report of the President, received

President Jackson reported the following:

- Several months ago, the University submitted an application to host the Governor's Scholars Program on campus. This has been an important program for the University for a number of years and Murray State was actually the first campus to host the program many years ago. That contract was lost a few years ago and a concerted effort has been made to get the Governor's Scholars Program back on the Murray State campus. Appreciation was expressed to Dr. Warren Edminster, Executive Director of the University Honors Program and Professor of English; Dan Lavit, Executive Director of the Center for Adult and Regional Education; Vice President Dudley; Provost Todd; Vice President Robertson; Dr. David Durr, President of the MSU Foundation, Inc. who with Board of Trustees' approval advanced funds to support this initiative; Dr. David Looney, Executive Director of Auxiliary Services; Dr. David Wilson, Director of Housing; Mr. Smith, among others. Approximately 350 students per campus participate in the Governor's Scholars Program each year and represent the best and brightest in the Commonwealth. Murray State University was notified yesterday that it has been granted the Governor's Scholars Program agreement, beginning in summer 2023 through the summer

- of 2025. Appreciation was expressed to all for their efforts in this regard as it represents an important recruiting and retention initiative and it is important for the University to host this flagship program.
- In the last few weeks, Murray State University received the largest gift in its history. The donors have asked that the amount of this transformational gift remain confidential but appreciation was expressed to MSU alumnus and member of the Board of Trustees Karen Jones Squires and her husband Jim. This gift honors Mrs. Squires' father Bob Jones, who taught in Engineering Technology for many years, and his wife Carol Jones. This particular endowment will benefit all Engineering Technology areas but with a focus on women in engineering and STEM majors. He is proud of this initiative and the work of Dr. Tina Bernot, Executive Director of Development, in helping bring this gift to fruition over the past several years. The Office of Development has raised a record \$34 million over the past four years through the good work of Dr. Bernot and her team. Appreciation was expressed to all for the great work the Office of Development continues to undertake.
- With regard to the Legislative Session which has now concluded, a new \$45.5 million building for the School of Nursing and Health Professions is included in the state budget; \$47.2 million for deferred maintenance and campus improvements and for the first time since there has been a Performance Funding Model, \$97 million in new monies was dedicated to fund this initiative. The University will receive \$3.3 million from the performance funding pool and those funds are included in the budget being presented today. There is also an authorization for \$92 million for work associated with public-private partnerships. The *Bucks for Brains* initiative began following the 1998 Legislative Session and represents a fund set aside for endowment matching monies which statutorily must be utilized for STEM-H programs. The University's allocation will be approximately \$1.5 million, which will be doubled, to be used to enhance scholarships for students. The Breathitt Veterinary Center (BVC) is vitally important to this region. Dr. Tony Brannon, Dean of the Hutson School of Agriculture, worked hard many years ago to secure a new building for the BVC and funding was fenced off in the legislature for this entity in Hopkinsville. This Legislative Session represents the first time the University has received any new, additional monies for the BVC on a recurring basis. The entire West Kentucky Delegation was unified in bringing additional funding for the BVC to fruition. Appreciation was expressed to Regents Gray and Owens, Mr. Smith, School of Nursing and Health Professions Dean Dr. Dina Byers and faculty, legislators, Governor Andy Beshear, CPE President Dr. Aaron Thompson and others for their support of work that is being undertaken during this Legislative Session. State Senator Jason Howell, Representative Mary Beth Imes, Majority Leader Steve Rudy and many MSU alumni also played a vital role in this process.
- At the end of the semester a transitional meeting was held with students, under the leadership of Regent Puckett, regarding their needs and any issues they may be experiencing. This meeting takes place on a regular basis and work is expected to continue under the leadership of the new SGA President and Student Regent Ellie McGowan from Fredonia, Kentucky, who was present. Appreciation was expressed to Regent Puckett for his service to the Board of Regents and to the University. Appreciation was also expressed to Jeanie Morgan, Advisor to the Student Government Association and Center for Student Involvement. Jeanie was in that office when President Jackson served in student government and her efforts are appreciated.
- The University recently hosted the West Kentucky Educational Cooperative (WKEC) on campus for their May Board meeting. Gretchen Wetzel, Executive Director, is former Assistant Superintendent of Caldwell County Schools and does a fantastic job in her role. WKEC operations are actually housed at Murray State and all are proud to have representatives from the 26 school districts and 30 high schools on campus. A great deal of discussion occurred with the Superintendents and this is a vital component of recruitment and retention for Murray State.
- Photos from Senior Breakfast were shown where several awards were presented to students. Mr. Smith also received the Jim Bauer Outstanding Staff Award which is the highest honor a staff member at Murray State can receive. His hard work is appreciated, especially during the pandemic. In March 2020 the University was required to designate a COVID officer to serve as a point person for the University and Mr. Smith worked tirelessly and did a fantastic job.
- A few weeks ago, the Diversity Achievement Awards event was held and appreciation was expressed to Dr. SG Carthell, Executive Director of the Office of Multicultural Initiatives, Student Leadership and Inclusive Excellence and Director of the Dr. Marvin D. Mills, Sr. Multicultural Center. Regents Owens and Shemberger also attended this event which recognized many students for their academic achievements and campus involvement. CPE President Thompson attended and was presented with an award recognizing his work on behalf of Kentucky public higher education. Appreciation was also expressed to donor Johnnie Green who attended the event.
- The Faculty Awards Banquet was well attended and Provost Todd did an excellent job hosting the event. Appreciation was expressed to Regent Owens and Shemberger for their attendance. Dr. Bommanna Loganathan, Professor of Chemistry, was named Distinguished Professor for the past year and his good work is very much appreciated. Dr. Bill Dewees, Distinguished Professor and Residential College Head, was also recognized. Also recognized were 16 retiring faculty members known at the time, with 363 combined years of service; 51 faculty members who received service awards, with 975 years of combined service to this institution and Regents Teaching Award recipients. This is the first time the event has been held in person since 2019.

- Appreciation was expressed to Dr. Dave Whaley, Dean of the College of Education and Human Services, for his service to the region and the outstanding teachers recognized as part of the Sparks Lecture. This annual event is named after President Dr. Harry Sparks who also served as a faculty member and Superintendent. President Jackson appreciated the honor of being the Sparks Lecturer for the evening.
- Commencement exercises in May recognized 1,501 spring and summer graduates, with approximately 1,100 in attendance (included December 2020 graduates). Appreciation was expressed to all Regents who attended. The Hitimu Ceremony was also held in May and appreciation was expressed to Dr. Carthell for his efforts in this regard.
- Director of Athletics Kevin Saal was recognized and appreciation was expressed to all Coaches, administrators and staff. For the 36th consecutive semester, MSU student-athletes have earned a 3.0 Grade Point Average (GPA) or higher. A separate Commencement ceremony was also held for student-athletes who were unable to attend the main ceremony due to athletic competitions.
- Enrollment headwinds that exist nationally with regard to enrollment were outlined for the Board. In the spring, there was a national enrollment decline of 4.7 percent but Murray State was up 5.8 percent. Good advising makes a difference and the Board will be presented with recommendations in regard to the current model. Retention efforts are also crucial to enrollment and the Performance Funding Model. Efforts relative to Racer Nation Orientation and campus tours were outlined.
- Photographs of high school visits were shown. Recognition was given to Sam Tharpe, a retired Henry County High School Principal; current Principal Dr. Michele Webb and Director of Schools Dr. Leah Watkins, for their efforts to bring Murray State into that community.
- A great deal of work has been undertaken with regard to the budget to be presented to the Board today for approval. Appreciation was expressed to Vice President Dudley and her staff, the other Vice Presidents, Deans, Chairs, Budget Advisory Committee and faculty, staff and student leadership for their involvement in the budgeting process. A Town Hall meeting was also held on campus in regard to the budget, providing an opportunity for questions to be asked and answered.
- A quote from Dr. John W. Carr was read aloud and the Board was asked to keep these words in mind as they undertake the work before them today.
- Appreciation was expressed to Provost Todd, Associate Provost Bob Pervine, Interim Assistant Provost Ashley Ireland and the Deans, Chairs and faculty for their efforts with regard to academic developments, including new online graduate certificate programs that will be launched soon. This work is vitally important to student recruiting and changes to academic programs and offerings must be made as student needs change.
- There is a great deal of work occurring in Facilities Management and appreciation was expressed to Director Jason Yougblood and Associate Director of Facilities Design and Construction Angela Lampe and their staff who have done a fantastic job in this regard. Photographs of various projects across campus were shown and outlined. Vice Chair Tharpe expressed appreciation to President Jackson and his staff for their efforts to preserve these historical buildings on campus.
- This marks Murray State's centennial year and many events have been planned accordingly. Appreciation was expressed to Mr. Touney, Dr. Bernot, Director of Alumni Relations Carrie McGinnis and staff for their efforts in helping plan these events. Centennial banners can be seen across campus commemorating the University's 100th year. The centennial history book will be coming out in the next few months and appreciation was expressed to Dr. Jeff McLaughlin, Director of Collections and Special Exhibits, and Sarah Marie Owens, Library Specialist, who helped author and conduct research for the book depicting the last 100 years. The University Press of Kentucky is extremely pleased with this book and proud of the end product that will result. Dean of University Libraries Cris Ferguson and Mr. Smith served as Co-Chairs of the Centennial Committee that began its work in 2019.
- Chair Crigler was wished a Happy Birthday and President Jackson expressed appreciation for his service and all he has done at Murray State. All owe him a debt of gratitude. Regent Rudolph was recognized for her six years on the Board and appreciation was expressed for her service. Appreciation was expressed to Regent Puckett who has been an excellent Student Regent. All received a round of applause.

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

Kentucky Revised Statute 164.420 stipulates that “The treasurer of each governing board shall receive and disburse all money under the control of the board, perform all acts that pertain to his office under the direction of the board, and make timely reports to the board on a schedule established by the board.”

Vice President Dudley presented the Report of the Treasurer (Quarterly Financial and Investment Reports) with the following highlights:

- As of the end of March, total revenues and expenditures and the percentage of revenues to expenditures (budget) were relatively flat compared to the prior two years at this point in time. The two items that have experienced larger fluctuations are cash and net position.

- Data on the overall balance sheet for the institution was provided. Net position increased by a significant amount due to cash being up for the sole reason that the University sold bonds. The \$12 million bond proceeds are reflected while the expenditures those were sold for (to be incurred over the next year) have not yet materialized. This represents a financial statement timing difference. The other change with the most significant impact is that at year end, June 30, 2021, there was a large pension adjustment. Pension liabilities went down and this is not reflected in the March 2021 data because it did not occur until June 30.
- The University's pension liability is \$141 million in the third quarter. Pension liabilities include pensions and post-retirement benefits (OPEB). The institution has liability because it must cover its proportional share of the state's healthcare plan as part of the pension liability. Beginning in Fiscal Year 2020 in the third quarter, the University had a pension liability of \$185 million for Kentucky Employees Retirement System (KERS) and Teachers' Retirement System (TRS). The reason the University has this liability is because the state pension systems are not funded to the level they need to be and all institutions that participate in these plans had to carry a portion (or share) of the liability (according to the University's auditors). This is a required liability that the institution must report. Over the last few years that liability has decreased due to investment income from the pension systems but what will occur for 2022 is not yet known until pension numbers are provided. The impact of this liability to the University is that it has had a dramatic impact on unrestricted net assets or net position. The University had to begin reporting this information in 2015 and at that point all universities had a negative net position. This is a known liability and is reflected in the University's bond ratings and how it is reviewed from a financial standpoint. The negative net position represents a real liability for the institution and its impact cannot be overstated. Confirmation was provided that there is also a cash flow associated with this liability and this year for KERS the institution began making a flat payment (approximately \$7.2 million) for the next 30 years and it is added to the University's expenditures which impacts net position. The liability is not only for current employees but also those who have already retired. The data reflects past liabilities and not future ones. Confirmation was provided that the fluctuation in pension liabilities is due to interest rates going down and the pension systems being better funded. Depending on how the stock market performs, it is possible this downward trend in pension liabilities over the past two years could reverse course and actually increase. This is a non-cash accounting item but it does affect the ratios and cash flows the University is having to pay on a yearly basis that are rather large because the pension system is still underfunded. President Jackson added that House Bill 8 which passed in the last Legislative Session will help to pay off this liability over the next 30 years.
- With regard to the financial statements for auxiliaries, last year the University recorded \$3 million in capital investments from Sodexo. This was included on the financial statements but was not deferred because it should not have been reported as revenue at that point. These funds must be recognized over time which has caused fluctuations throughout the financial statements until the timing change can be counteracted. This does not represent a true loss in revenue in auxiliaries but a timing difference.
- The institution's overall income statement shows a net change in position (decrease). This is due to the market changes for the funds the University holds in Frankfort. All revenue collected by the universities from tuition and fees and grants must go back to the State Treasurer to invest based on their investing models and there have been losses in almost every month. This will affect balances significantly moving forward.
- With regard to tuition and fees, budget to actual, the University will be close to meeting projections. This is dependent on the type of scholarships funded from the Education and General (E&G) Fund and the mix of students and there has been a change in this regard. More scholarship dollars were applied to student accounts than what was budgeted this year. The \$2 million budget contingency remains intact and will be utilized to offset one-half of this change. Federal dollars and MSU Foundation scholarships are not included in the data presented.
- The E&G balance sheet reflects the pension adjustments which are the primary reason for the change in net position. The income statement for E&G increased for the same reason. In the third and fourth quarter last year there was a decrease in expenditures and that is carried over to the income statement presented. Pension adjustments are expected to cause fluctuations every quarter moving forward for some time.

Vice Chair Tharpe 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, 2021, through March 31, 2022, as presented. Regent Shemberger seconded and the motion carried unanimously.

(See Attachment #2)

Adjournment

The Board of Regents adjourned for a break at 10:07 a.m.

Reconvene

The Quarterly Meeting of the Board of Regents reconvened at 10:25 a.m.

Committee Reports/Recommendations

Academic Excellence and Scholarly Activities Committee

Melony Shemberger – Chair
Virginia Gray
Leon Owens
Ian Puckett

Regent Shemberger called the Academic Excellence and Scholarly Activities Committee to order at 10:25 a.m. and reported all other members were present.

Academic Administrative Appointments Update, received

Provost Todd reported that the University takes institutional accreditation with the Southern Association of Colleges and Schools/Commission on Colleges (SACSCOC) very seriously. Every college and school at Murray State, under the leadership of the Deans, has at least one program that is fully accredited at the national or international level. The SACSCOC reaffirmation process occurs once every ten years and Dr. Pervine serves as the University's liaison in this regard. For the next two years duties must be redirected from Dr. Pervine so he can focus on SACSCOC reaccreditation and this was the impetus for the first three appointments outlined below. Appointments for the following academic administrative positions have been approved for the 2022-23 fiscal year:

Assistant Provost/Director of Online Learning **Ms. Ashley Ireland**
Assistant Provost Ireland has served as Interim Assistant Provost since July 1, 2020.

Associate Provost **Dr. K. Renee Fister**
Dr. Fister is currently the Executive Director for Strategic Enrollment Management.

Senior Associate Provost **Dr. Robert Pervine**
Dr. Pervine transferred to the Office of the Provost in July 2013 as Interim Associate Provost. He became Associate Provost in July 2014.

Department of Community Leadership and Human Services **Dr. Katherine Hancock – Interim Chair**
Chair Paul Lucko will retire effective June 30, 2022.

Department of Occupational Safety and Health **Dr. Traci Byrd – Interim Chair**
Chair Tracy Wortham will retire effective June 30, 2022.

Department of Organizational Communication and Leadership **Dr. David Gesler – Interim Chair**
Dr. Gesler has served as Interim Chair since January 1, 2022.

School of Engineering **Dr. James Rogers – Interim Director**
Director Danny Claiborne will retire effective June 30, 2022.

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

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

2022 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 teaching award for faculty available at Murray State. The 2022 recipients of the Regents Teaching Excellence Awards are:

- ◆ **Dr. Cemil Kuzey** Arthur J. Bauernfeind College of Business
- ◆ **Dr. Stephanie Schaaf** College of Education and Human Services
- ◆ **Ms. Danielle Muzina** College of Humanities and Fine Arts

- ♦ Dr. Ray Horton College of Humanities and Fine Arts
- ♦ Dr. Rachel Allenbaugh Jesse D. Jones College of Science, Engineering and Technology
- ♦ Ms. Rasha Khalil Jesse D. Jones College of Science, Engineering and Technology

- ♦ Dr. Candace Alvey School of Nursing and Health Professions
- ♦ Ms. Emma Vaughn Center for Academic Success

On behalf of the Academic Excellence and Scholarly Activities Committee, Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the above-named faculty as Regents Teaching Excellence Awardees for 2022. Regent Gray seconded and the motion carried unanimously.

Full Board Action – 2022 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 2022:

- ♦ Dr. Cemil Kuzey Arthur J. Bauernfeind College of Business
- ♦ Dr. Stephanie Schaaf College of Education and Human Services
- ♦ Ms. Danielle Muzina College of Humanities and Fine Arts
- ♦ Dr. Ray Horton College of Humanities and Fine Arts
- ♦ Dr. Rachel Allenbaugh Jesse D. Jones College of Science, Engineering and Technology
- ♦ Ms. Rasha Khalil Jesse D. Jones College of Science, Engineering and Technology
- ♦ Dr. Candace Alvey School of Nursing and Health Professions
- ♦ Ms. Emma Vaughn Center for Academic Success

Regent Rudolph seconded and the motion carried unanimously.

Professor Emeritus Designations, approved

Provost Todd reported that according to the *Murray State University Bulletin*, the rank of *Professor Emeritus* is assigned to Assistant Professors, Associate Professors or Professors who have limited or terminated their responsibilities as ranked faculty members after ten or more years of distinguished service to Murray State University. The designation of Professor Emeritus to the faculty listed below has the support of the Provost and Vice President for Academic Affairs:

<i>R. Michael Bokeno</i>	<i>Organizational Communication and Leadership</i>	1995-2022
<i>Kala Chakradhar</i>	<i>Community Leadership and Human Services</i>	2004-2022
<i>Daniel Claiborne</i>	<i>School of Engineering</i>	1985-2022
<i>Gina Claywell</i>	<i>English and Philosophy</i>	1997-2022
<i>Laura Dawkins</i>	<i>English and Philosophy</i>	1999-2022
<i>William DeWees</i>	<i>Veterinary Technology and Pre-Veterinary Medicine</i>	2005-2022
<i>Richard Dodson</i>	<i>Educational Studies, Leadership and Counseling</i>	2011-2022
<i>Michael Kemp</i>	<i>School of Engineering</i>	1995-2022
<i>Paul Lucko</i>	<i>Community Leadership and Human Services</i>	2000-2022
<i>Ann Neelon</i>	<i>English and Philosophy</i>	1992-2022
<i>Lynn Patterson</i>	<i>Early Childhood and Elementary Education</i>	2008-2022
<i>Brenda Sheets</i>	<i>Management, Marketing and Business Administration</i>	1998-2022
<i>Lou Tillson</i>	<i>Organizational Communication and Leadership</i>	1992-2022
<i>Barbara Washington</i>	<i>Adolescent, Career and Special Education</i>	2007-2022
<i>Tracey Wortham</i>	<i>Occupational Safety and Health</i>	1995-2022

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 designation of the honorary title of *Professor Emeritus* to the above-named faculty members, effective July 1, 2022. Regent Puckett seconded and the motion carried unanimously.

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 the designation of the honorary title of *Professor Emeritus* to the following faculty members, effective July 1, 2022:

R. Michael Bokeno	<i>Organizational Communication and Leadership</i>	1995-2022
Kala Chakradhar	<i>Community Leadership and Human Services</i>	2004-2022
Daniel Claiborne	<i>School of Engineering</i>	1985-2022
Gina Claywell	<i>English and Philosophy</i>	1997-2022
Laura Dawkins	<i>English and Philosophy</i>	1999-2022
William DeWees	<i>Veterinary Technology and Pre-Veterinary Medicine</i>	2005-2022
Richard Dodson	<i>Educational Studies, Leadership and Counseling</i>	2011-2022
Michael Kemp	<i>School of Engineering</i>	1995-2022
Paul Lucko	<i>Community Leadership and Human Services</i>	2000-2022
Ann Neelon	<i>English and Philosophy</i>	1992-2022
Lynn Patterson	<i>Early Childhood and Elementary Education</i>	2008-2022
Brenda Sheets	<i>Management, Marketing and Business Administration</i>	1998-2022
Lou Tillson	<i>Organizational Communication and Leadership</i>	1992-2022
Barbara Washington	<i>Adolescent, Career and Special Education</i>	2007-2022
Tracey Wortham	<i>Occupational Safety and Health</i>	1995-2022

Regent Owens seconded and the motion carried unanimously. Regent Shemberger indicated it has been her pleasure to serve as Chair of this Committee and she has enjoyed working with Provost Todd, Dr. Pervine and Ms. Ireland. Academic excellence is key at Murray State and it has been her honor to serve as Chair of the Committee that sets the tone for everything else to happen at this University.

Adjournment

The Academic Excellence and Scholarly Activities Committee adjourned at 10:35 a.m.

Audit and Compliance Committee

Don Tharpe – Chair
Eric Crigler
Jessica Evans
Lisa Rudolph

Internal Auditor Search Update, received

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

President Jackson provided an update on the search process that would be utilized to fill the vacant Internal Auditor position once Mrs. Michelle Saxon transfers to another position on campus. Mrs. Saxon has served as the University's Internal Auditor for at least ten years and she has done an excellent job. A few months ago, she asked if it would be okay to be considered for another position on campus that was open and required a Certified Public Accountant (CPA). He encouraged her to apply and she was the successful candidate in that search and started June 1, 2022, in the Office of Student Financial Services. A search will begin shortly to find a new Internal Auditor and that individual will also need to be a CPA.

Vice Chair Tharpe added that a change has been made to provide the presidential travel expenses on a quarterly basis rather than monthly as is now the case. Mrs. Saxon could not be present today but asked him to extend her warm wishes for this Board moving forward. She has appreciated working in her role as Internal Auditor. All wish her well.

Adjournment

The Audit and Compliance Committee adjourned at 10:37 a.m.

Buildings and Grounds Committee

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

Regent Fitch reported that there being no business to address, the Buildings and Grounds Committee would not meet.

Policy Changes

Personnel Policies and Procedures Manual – Section IV J – Bereavement Leave Policy (second reading), approved

Chair Crigler reported that the proposed policy changes were recommended by the University's Faculty and Staff Insurance and Benefits Committee after an institutional review and comparison of the bereavement leave benefits offered at eight Kentucky institutions.

The revised *Bereavement Leave Policy* extends the current policy to add foster children, grandparents, grandchildren or other qualifying adult to section one, which also includes immediate family members (spouse, child, or step-child, parent or step-parent, siblings or step-siblings or in-laws); increases the paid leave time to up to two days for the death of a close relative or close relative of a spouse (aunts, uncles, nieces or nephews) and increases the paid leave time to one-half day for the death of other relatives, associates, close friends or current or retired Murray State University employees.

The Board of Regents approved the first reading of the *Bereavement Leave Policy* at its Quarterly Meeting on March 11, 2022. Action today represents the second and final reading of that policy.

Regent Evans moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached *Personnel Policies and Procedures Manual – Section IV J – Bereavement Leave Policy* – as revised, effective July 1, 2022. Regent Shemberger seconded and the motion carried unanimously.

(See Attachment #3)

Regent Shemberger expressed gratitude to Regent Evans for her efforts to advance this important policy change which will benefit both faculty and staff.

Committee Reports/Recommendations (continued)

Legislative and Economic Development Committee

Virginia Gray – Chair
Leon Owens
Ian Puckett
Tom Waldrop

Regent Gray reported that there being no business to address, the Legislative and Economic Development Committee would not meet.

Marketing and Community Engagement Committee

Tom Waldrop – Chair
Jessica Evans
Virginia Gray
Melony Shemberger

Regent Waldrop called the Marketing and Community Engagement Committee to order at 10:40 a.m. and reported all others members were present.

Gift-in-Kind - Vetscan Equipment and Supplies – Hutson School of Agriculture, received, accepted and approved

Dr. Bernot reported that the Board of Regents is being asked to receive, accept and approve the donation of the following gifts of equipment and supplies from Timothy D. Jones, DVM, Mayfield Veterinary Clinic, to the Hutson School of Agriculture at Murray State University for student use in both the Pre-Veterinary Medicine and Veterinary Technology programs:

Vetscan VS2	4 units @ \$8,500/each	\$34,000
Vetscan VsPro	1 unit @ \$3,000/each	\$ 3,000
Vetscan HM5	2 units @ \$11,000/each	\$22,000
Vetscan SA	1 unit @ \$13,000/each	\$13,000
Vetscan Fuse	1 unit @ \$995/each	\$ 995
Vetscan Rotors		<u>\$ 1,500</u>
Total		\$74,495

Dr. Jones is a 2000 graduate from the Hutson School of Agriculture and also received a master's degree in Agricultural Science from Murray State in 2001. This equipment will allow students to have hands-on training in their fields of study.

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, receive, accept and approve the donation of the Vetscan equipment and supplies with a value of \$74,495 from Timothy D. Jones, DVM, Mayfield Veterinary Clinic of Mayfield, Kentucky, for the benefit of the Hutson School of Agriculture. Regent Shemberger seconded and the motion carried.

Full Board Action – Gift-in-Kind - Vetscan Equipment and Supplies – Hutson School of Agriculture, received, accepted and approved

On behalf of the Marketing and Community Engagement Committee, Regent Waldrop moved that the Board of Regents, upon the recommendation of the President of the University, receive, accept and approve the donation of the Vetscan equipment and supplies with a value of \$74,495 from Timothy D. Jones, DVM, Mayfield Veterinary Clinic of Mayfield, Kentucky, for the benefit of the Hutson School of Agriculture. Regent Rudolph seconded and the motion carried unanimously.

In response to a question, Dr. Jackson clarified if there is a gift of \$10,000 or more to the University it must be received, accepted and approved by the Board of Regents. Appreciation from the Board was also expressed to Dr. Bernot for her successful fundraising efforts.

Adjournment

The Marketing and Community Engagement Committee adjourned at 10:45 a.m.

Personnel Changes

Appointment of Dean of University Libraries – Christine Layne Ferguson, approved

Provost Todd reported that Ashley Ireland, Dean of the University Libraries became Interim Assistant Provost and Director of Online Programs in July 2020. Christine Ferguson has served as Interim Dean since that time.

Interim Dean Ferguson has done a great job for the past two years. He met with the staff and faculty of the University Libraries and Dean Ferguson has the support of these individuals, Dean's Council and the Provost's Office. It is recommended that Interim Dean Christine Ferguson be appointed as the permanent Dean of University Libraries at a 12-month salary of \$105,000. Resources to cover this appointment will come from within the Libraries.

Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the appointment of Christine Ferguson as Dean of University Libraries, effective July 1, 2022, at a fiscal year salary of \$105,000. Regent Rudolph seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Mr. Owens, yes; Mr. Puckett, yes; Mrs. Rudolph, yes; Dr. Shemberger, yes on appointment but refrain with regard to salary; Dr. Tharpe, yes; Mr. Waldrop, yes and Mr. Crigler, yes. The motion carried unanimously.

General Counsel Appointment – Robert L. Miller, reaffirmed

President Jackson reported that the Board of Regents approved the appointment of Mr. Robert L. Miller as Murray State University's General Counsel at the Quarterly Meeting on March 9, 2018. As a result of approval of the *Delegation of Authority* (Item #14) at the March 12, 2014, Quarterly Board of Regents Meeting and last reviewed and reaffirmed at the September 3, 2021, Quarterly Meeting, the Board is responsible for the appointment of the University's external auditors, its General Counsel and the Internal Auditor. For this reason, the appointment of the General Counsel is reaffirmed annually.

Vice Chair Tharpe moved that the Board of Regents, upon the recommendation of the President of the University, reaffirm the appointment of Mr. Robert L. Miller as General Counsel for fiscal year 2022-23 at an annual salary of \$148,415 (2021-22 salary), plus any 2022-23 salary increases approved for all University employees, effective July 1, 2022. Regent Owens seconded and the motion carried unanimously.

Committee Reports/Recommendations (continued)

Enrollment Management and Student Success Committee

Lisa Rudolph and Ian Puckett – Co-Chairs
Robbie Fitch
Virginia Gray
Melony Shemberger

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

Preliminary 2022 Enrollment, Retention and President's Commission on Academic Advising Update, received

Regent Rudolph recognized all individuals who have served on the *President's Commission on Academic Advising* as they have put in a tremendous amount of work which has resulted in recommendations that will have a significant impact for students. Co-Chairs of the *Commission* are Director of Student Engagement and Success Peggy Whaley and Ms. Ireland and membership includes Professor of Accounting Dr. Leigh Johnson; Assistant Professor of Adolescent, Career and Special Education Dr. Cindy Clemson; Assistant Professor of Psychology Dr. Esther Malm; Recruitment Coordinator, Hutson School of Agriculture Christy Watkins; Chair and Professor of Mathematics and Statistics Dr. Ed Thome; Associate Professor of Nursing Dr. Jessica Naber; Program Director, Integrated Studies, Center for Adult and Regional Education Marla Poyner; Associate Registrar Kristie Jackson; Assistant Registrar-Curriculum Management Ashely Rogers; Executive Director for Strategic Enrollment Management Dr. Renee Fister; undergraduate student Jillian Smith; Director of Recruitment Shawn Smee and ex-officio members Provost Todd and Vice President Robertson.

Vice President Robertson reported that the *Commission* analyzed how advising is handled now and compared that to best practices. Assistant Provost Ireland reported that the *Commission* engaged in several activities to determine what the University is doing well, what other schools are experiencing and how their operations are changing and ways Murray State can make impactful changes with regard to academic advising. The *Commission* wanted to ensure what is important to the University is preserved, such as the valuable relationship students have with an academic Faculty Advisor. There was also a desire to continue to enhance other student support services that might be needed. The natural complexity that occurs when faculty are part of this

process is that the first occasion when students have an opportunity for such engagement is during the summer when faculty are not on contract. The three major tiers identified as part of the advising process included a recruitment function, advising based on credentials the students bring with them and the transition from home to an atmosphere that might be totally different. Schedule selection is also part of this process. The second tier is the retention function, advising outside of, but including, academics and ensuring as student needs change their support systems also change. These components include academic advising and focusing on the courses they take along the pathway to a career or life goal and this is where Faculty Advisors have performed extremely well and will continue to do so. The new academic advising model being proposed will help accomplish these goals.

Mrs. Whaley reported the overall *Commission* recommendation is to establish a dual advising model for first- and second-year students with a Staff/Success Advisor being a 12-month employee fully trained on dual and transfer credit advising and campus supports. The Faculty Advisor will be trained on academic requirements within the programs, career and co-curricular opportunities and long-term goals. A graphic was shown illustrating how this new model will work. The University has already made headway moving forward as another recommendation from the *Commission* was to hire a Coordinator for First-Year Academic Advising and that individual has been identified to help build the pilot model that will begin in spring 2023 so it can be tested before full campus-wide implementation is undertaken.

Regent Shemberger asked whether the pilot project would be primarily focused in one college and confirmation was provided that it would be introduced in one, maybe two, colleges and the First-Year Academic Advising Coordinator will make a determination of the best way to proceed. Regent Shemberger also indicated that currently an academic advising hold is placed on a student's account until they meet with their Faculty Advisor and asked if that would continue. Mrs. Whaley indicated this would also be determined as part of the pilot project process but all recognize the importance of a student seeing their Faculty Advisor. Models for shared academic advising have been reviewed, as well as what other institutions are doing, but much has yet to be determined.

Vice President Robertson provided a report on preliminary summer and fall 2022 enrollment. Summer enrollment, when compared to the past two summers, is down slightly from 2021 but is up over 2020. The reason for this is because the student cohorts in the Shandong Business and Technology University program take classes at different times. If Shandong enrollees are removed from the numbers presented, enrollment is actually up by 50 students. Numbers are also up for underrepresented minority (URM) students this summer, as well as those from the 18-county service region. Summer enrollment is strong but last year the University experienced the highest summer enrollment in the last six years. President Jackson added that the first graduation class of Shandong students (with Murray State diplomas) has now occurred and represents slightly less than 50 students. Vice President Robertson added that the goal is to attract 150 new Shandong students each year. Currently, all classes are being taught online due to travel restrictions but that will change to also being in-person learning once feasible. These students will be allowed to take courses on the Murray State campus once travel restrictions are lifted but predominately they will be taught at Shandong. Business classes are being taught by MSU faculty in conjunction with a faculty member on site and prerequisite courses are being taught by Shandong faculty.

Dr. Fister reported that preliminary fall enrollment is down 1 percent from fall 2021 but is up 5 percent over fall 2020. Credit hours are up 1 percent over fall 2021 and 4 percent over fall 2020. In terms of URM students, enrollment is down 1.5 percent from fall 2021 but is up 4 percent from fall 2020. Enrollment is down slightly in 18-county undergraduate students from 2021 but is up 7.5 percent over fall 2020. Kentucky undergraduate students are crucial for summer enrollment and the University is up 5.7 percent over summer 2021. This is a testament to what faculty and staff are doing to make Murray State the focal point for students.

The Undergraduate Recapture Campaign is a major retention initiative and Mrs. Whaley provided highlights for this effort since April for undergraduate and graduate academically-eligible students and outlined the process behind the Recapture Campaign which has been successful for the University.

Information was provided on fall 2022 admitted new student data. The model that has been developed in this regard has a number of indicators which were provided to the Board as part of the Dashboard document. The data indicators contained in the Dashboard were reviewed and results are positive overall. The reasons behind any declines were outlined and confirmation was provided that processes are in place to address these decreases. Often students apply to multiple schools and attend orientation sessions at those institutions to decide where they will attend college. Completion of financial aid and scholarship applications are key components of this process and affect the scoring provided for potential students. Communication processes and protocols that are in place to focus on these students were outlined. President Jackson reported that low completion rates for the Free Application for Federal Student Aid (FAFSA) is a national issue and efforts are underway to address this key component of the enrollment completion process. Public universities in Kentucky are working closely with the CPE to develop a media campaign focused on the importance of FAFSA completion. At Murray State, students must complete the FAFSA in order to be eligible for any scholarships. Confirmation was provided that changes have been made to the FAFSA and it is now less complicated. An app has also been developed that can be used to complete the FAFSA application and it includes a data retrieval option. Confirmation was provided that 91 percent of Murray State out-of-state students come from within the footprint of the Missouri Valley Conference (MVC). With membership in the MVC, exposure in these areas is expected to increase by MSU athletic teams competing in these locations on a more consistent basis. The predictive analytics model that has been developed and utilized over the past several years allows for more targeted marketing efforts to be directed to the appropriate areas. The enrollment trends at Murray State versus the national averages are a direct result of the predictive analytics model and the work of all in this regard is very much appreciated. Confirmation was provided that the scholarship application process is open year-round which continues to provide opportunities to students. Last year \$115 million in scholarships and financial aid was provided from the University and the MSU Foundation and this does not include Coronavirus Aid, Relief and Economic Security (CARES) Act federal monies. There is tremendous need which continues to increase. President Jackson reported that 99 percent of students attending Murray State receive a scholarship or some type of financial aid. Murray State students also graduate with little or no debt. Director of Student Financial Services and Bursar Wendy Cain and her team are a critical component of this process. It was also reported that currently many students are evaluating the value of a higher education degree and this has also had an impact on enrollment.

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

Revised Freshmen Admission Requirements, approved

Dr. Robertson reported that the team was charged by President Jackson to develop the second phase of the Strategic Enrollment Management Plan and this work has started utilizing a number of committees. One such committee was tasked with reviewing freshmen admission requirements and that work is being addressed today.

Director of Undergraduate Admissions and Transfer Center Maria Rosa recognized the leadership of the *President's Commission* that reviewed the Freshmen Admission Requirements – President Jackson, Dr. Robertson, Dr. Fister and Mrs. Whaley – as the retention aspect of the changes being proposed today were considered. *Commission* members were also recognized by name. Admission criteria must continually be evaluated to ensure the needs of students are met and an effective and appropriate tool to identify potential student success must be in place. All want to ensure the University is admitting students who have a reasonable potential for success as they pursue educational goals. All also want to ensure research is being undertaken and consideration is given to best practices nationally to ensure the University is staying on trend. The policies must also be attractive to potential students. The *Commission* reviewed the policies of competitors in the state and region to develop a summary of the different admission criteria and that data was provided to the Board. Murray State's current admission standards are partially test optional. If students have a 3.0 or higher high school GPA, they are admitted without test scores being evaluated. This is directly on trend with research which demonstrates a high school GPA, not test score alone, correlates to strong graduation rates at four-year postsecondary institutions (*High School GPAs and ACT Scores as Predictors of College Completion: Examining Assumptions About Consistency Across High Schools*, Allensworth and Clark, Educational Researcher, January 27, 2020, and *It's GPAs Not Standardized Tests that Predict College Success*, Jack Morrison, Forbes, January 29, 2020). The University's current

model is more stringent than that for competitors and the proposed change to a 2.75 GPA and above, without the evaluation of test scores, would make its admission criteria more in line with other institutions. Dr. Fister added that students with a 2.75 to 2.99 GPA have been denied admission to Murray State over the past two years. For fall 2021 this involved 93 students and for fall 2022, 91 students were denied admission, as of late February. At the end of fall 2021, a total of 106 students within this GPA range had been denied admission to Murray State. This University maintains a focus on assisting URM and first-generation students and must help them where they are in their academic pursuits. For students with a 3.01 GPA or above last fall, 75 percent had c's or better at Murray State in their first fall semester. For students within the 2.75 to 2.99 GPA range, only 47 percent had c's or better which further highlights the importance of retention efforts in order for this change to be successful. Resources must be dedicated for this student population which is also true at other universities. In terms of whether the University is prepared now to retain these students, Dr. Fister indicated that meetings are currently underway to ensure needed resources, supports and pillars are in place and this work has involved several offices across campus with a focus on helping students not become discouraged. Students will play a key role in this process as they must choose to utilize the resources provided to them. A communication plan is being developed to ensure students and their families are aware of the available resources. Regent Owens indicated the Board must remain focused on this issue and requested updates on student success as this process unfolds. President Jackson added that changes in advising and retention efforts discussed earlier are designed to assist in providing additional retention support which will be a critical component of this process. All services needed in order for these students to be successful are being enhanced. As a state University, MSU has a responsibility to this region and must help advance these students as well. Retention rates will not be as high as those for students with higher GPAs but that does not mean they will not be successful.

Dr. Fister provided confirmation that data over the past two years has been reviewed with regard to admission standards and included the percentage of students who earned c's during their first term and how many were retained. The University has a retention rate for first-to-second year that was 79 percent as of last year. The University is retaining first-year students at a higher level even though they received c's in their first semester. In 2019 and 2020, the retention rate was 75 percent. President Jackson indicated the proposed admission change would affect a cohort of approximately 100 students. This number is easily monitored and measured and reports can certainly be provided to the Board. If the number of students was larger, he may feel differently about making this change.

Chair Crigler questioned why test scores are being eliminated altogether for students with a 2.75 GPA. Mrs. Rosa confirmed this would be a factor considered in the holistic review of the student's performance. Arguments involving the use of high school coursework to measure consistent behaviors over time are noted as more relevant for success in college than scores on one exam that some may or may not have the ability to take or to take multiple times for improvement of scores. Even with test optional admission, the majority of students still submit their test scores and those are maintained on file at the University for the majority of students. Confirmation was provided that even if students are accepted under the criteria change they will still be required to take a test to help the institution identify those who need additional assistance. The CPE requires the University to have an assessment score on file for each and every student and MSU has been monitoring this over the past two years. It was recommended that the admission criteria for MVC institutions also be considered as part of this process so the institution can be more intentional in this regard.

Mrs. Rosa presented a comparison of current admission criteria versus proposed (test optional) criteria. If students have a 2.75 GPA or higher, they will be admitted. If they have a 2.0 to 2.74 GPA a holistic review will be undertaken and they could be denied admission based on the results. A student can choose to pursue the appeals process at this time.

Mrs. Rosa expressed appreciation to Charley Allen-Dunn, Web and Digital Advertising Manager-Web Management, for developing the Racer Admission Calculator. The University wants to be transparent with students regarding their likelihood of admission and this tool will assist in that process. A recent study has shown that 24 percent of URM students were more likely to choose to apply to an institution with a test optional policy. A demonstration was given relative to the Racer Admission Calculator. Confirmation was provided that, if utilized, the holistic review will include a focus on the best options for students to ensure they can be

successful. Regent Evans questioned whether this would be presented to the Board for additional review at the next meeting because she would like to see additional information on the holistic review process. Mrs. Rosa indicated that action today would be the final opportunity to review the proposed changes in admission criteria to allow for the 2023 recruitment process to begin. Regent Shemberger stated that under the current admission policy if a student has an ACT score of at least 18, a 2.0 GPA on a 4.0 scale and pre-college curriculum, they can be admitted and asked what data has been extracted for these students in terms of their success rate. Dr. Fister indicated the ACT component was considered in the work undertaken with data on 2.0 to 2.74 GPA over the last two years; the University had 34 to 52 percent who earned c's in their first semester over the past three years.

The recommended changes to the Freshmen Admission Requirements are consistent with discussions with the Kentucky Council on Postsecondary Education. Understood in the recommended changes is the critical need for support for a student who earns a 2.0 to 2.49 high school GPA through a success contract. The criteria for freshman admission for approval is as follows:

An applicant is admitted as a baccalaureate-degree seeking student (test optional) if all components are satisfied:

- a) *Earns at least a 2.75 GPA (unweighted) on 4.0 scale and*
- b) *Has pre-college curriculum per 13KAR2:020 Section 3, Subsection (1)(b):1,2.*

If an applicant has earned between a 2.0 to 2.75 GPA (unweighted) on a 4.0 scale, then the student's application will be examined by an admission review committee for possible admittance to Murray State University using a holistic review process with documented data sources used for consideration. This applicant must also have pre-college curriculum per 13KAR2:020 Section 3, Subsection (1)(b):1,2 or 13KAR2:020 Section 3, Subsection (2). The students with an unweighted GPA below 2.5 enter into a success contract maintained by the Center for Student Engagement and Success for additional support.

Per the CPE within documentation in an email to the Provost on February 11, 2020, the "exam/assessment scores are only required for first-time, full-time students enrolled at Murray State." Therefore, the exam/assessment scores for proper advising will be needed for enrollment of said students at Murray State and would align with 13KAR2:020 Section 3, Subsection (c).

On behalf of the Enrollment Management and Student Success Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the revised Freshmen Admission Requirements for inclusion in the 2023-24 Murray State University *Academic Bulletin* and subsequent editions of the aforementioned publication, with the understanding that the administration is allowed to make changes to particular aspects or wording as long as the prescribed standards per this recommendation remain unaltered. Regent Puckett seconded and the motion carried.

Full Board Action – Revised Freshmen Admission Requirements, approved

On behalf of the Enrollment Management and Student Success Committee, Regent Rudolph moved that the Board of Regents, upon the recommendation of the President of the University, approve the revised Freshmen Admission Requirements for inclusion in the 2023-24 Murray State University *Academic Bulletin* and subsequent editions of the aforementioned publication, with the understanding that the administration is allowed to make changes to particular aspects or wording as long as the prescribed standards per this recommendation remain unaltered. Regent Owens seconded and Regent Evans passed. The motion carried.

Adjournment

The Enrollment Management and Student Success Committee adjourned at 12:10 p.m.

The Quarterly Board of Regents meeting and Committee meetings also adjourned for lunch at 12:10 p.m.

Reconvene

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

Athletics Committee

Eric Crigler – Chair
Robbie Fitch
Lisa Rudolph
Don Tharpe
Tom Waldrop

Chair Crigler called the Athletics Committee to order at 1:05 p.m. and reported all other members were present.

Personnel Changes

Head Coach Contracts of Employment Amendments – Steve Prohm, Kara Amundson and Adam Kiesler, approved

Chair Crigler reminded Regents that Head Coach contracts must be approved by the Board because they typically represent multi-year agreements. Assistant Coach contracts do not require Board approval because they are usually for a duration of one year. Coaches also do not receive any additional cost-of-living increases approved for other faculty and staff and any salary increases are funded privately.

The employment agreement with the Coach listed below began on March 25, 2022. The University desires to employ this Coach for the period of March 25, 2022, to March 24, 2026.

Men's Basketball

Steve Prohm (Head Coach)	\$395,000
Steve Prohm Media/Appearances	\$125,000
Total	\$520,000

The employment agreement with the Coach listed below expires on June 30, 2023. The University desires to continue to employ this Coach for the period of July 1, 2022, to June 30, 2025.

Softball

Kara Amundson (Head Coach) \$65,000 (currently \$52,833)

The employment agreement with the Coach listed below expires on June 30, 2024. The University desires to continue to employ this Coach for the period of July 1, 2022, to June 30, 2026.

Track and Field/Cross-Country

Adam Kiesler (Head Coach) \$67,000 (currently \$53,030)

Director of Athletics Kevin Saal indicated that all are incredibly proud of the individuals just recognized as they helped the University finish second in the Ohio Valley Conference (OVC) Commissioner's Cup. Murray State is currently 113th in the country out of 358 schools and indications are positive for the University reaching the Top 100 yet again. All are proud of the championships that have been earned and 36 consecutive semesters of an average 3.0 Grade Point Average for student-athletes this spring. Regent Owens reported he attended the Murray State Women's Softball team championship games in Alabama. The young women and coaching staff for MSU were highly complimented by University of Alabama fans for not only their professionalism but also the fact that they exhibited the best in student-athletes they had ever seen. The team played exceptionally well although the overall outcome was not successful. They also performed under less than the best of circumstances due to an unfortunate accident

which occurred on their way to the Tournament and other team injuries. All should be proud of the team and what they were able to accomplish.

On behalf of the Athletics Committee, Regent Rudolph moved that the Board of Regents, upon the recommendation of the President of the University and the Director of Athletics, approve the successor agreements to the Contracts of Employment for the Coaches outlined previously. Regent Fitch seconded and the motion carried.

Full Board Action – Head Coach Contracts of Employment Amendments – Steve Prohm, Kara Amundson and Adam Kiesler, approved

On behalf of the Athletics Committee, Chair Crigler moved that the Board of Regents, upon the recommendation of the President of the University and the Director of Athletics, approve the successor agreements to the Contracts of Employment for the Coaches as outlined. Regent Owens seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Mr. Owens, yes; Mr. Puckett, yes; Mrs. Rudolph, yes; Dr. Shemberger, yes; Dr. Tharpe, yes; Mr. Waldrop, yes and Mr. Crigler, yes. The motion carried unanimously.

Director of Athletics Contract of Employment – Kevin Saal, approved

Chair Crigler reported that Murray State University executed a Contract of Employment to employ Kevin Saal as Director of Athletics on March 5, 2019. The Contract of Employment for Director of Athletics Saal was amended, effective July 1, 2019, and again amended, effective July 1, 2021. A contract extension is being recommended as follows: “The effective date of the Contract of Employment is March 1, 2019, and, effective July 1, 2022, this is a fixed term of employment for a term of four years beginning July 1, 2022, and expiring on June 30, 2026.”

Mr. Saal helped ensure the University’s commitment to the academic and athletic success for Murray State student-athletes. He has provided valuable leadership to the Department of Athletics which plays an integral role in the University's pursuit of excellence. Mr. Saal is a capable and experienced leader committed to the growth and success of student-athletes and Murray State athletic programs. Mr. Saal and his team were commended for their accomplishments and work ethic driving the Department of Athletics. This year there was a realignment of the Athletics conference and a great deal of work was involved in providing the necessary detail to help make this transition possible. President Jackson and his team also did a great deal of work on bringing this conference transition to fruition. A comprehensive plan was developed to help make the conference transition in a competitive and fiscally-responsible manner. Mr. Saal not only provided the internal work needed to make this change but has also been a great face for the University externally.

On behalf of the Athletics Committee, Regent Rudolph moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached Contract of Employment for Mr. Kevin Saal, Director of Athletics, effective July 1, 2022, through June 30, 2026. Regent Fitch seconded and the motion carried.

Full Board Action – Director of Athletics Contract of Employment – Kevin Saal, approved

On behalf of the Athletics Committee, Chair Crigler moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached Contract of Employment for Mr. Kevin Saal, Director of Athletics, effective July 1, 2022, through June 30, 2026. Regent Shemberger seconded. Regent Owens indicated he had an opportunity to work directly with Mr. Saal and the University is blessed to have him as he exemplifies not only the best in athletics but is a fine person and has a great team in place.

The roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Mr. Owens, yes; Mr. Puckett, yes; Mrs. Rudolph, yes; Dr. Shemberger, yes; Dr. Tharpe, yes; Mr. Waldrop, yes and Mr. Crigler, yes. The motion carried unanimously.

Resolutions of Acknowledgement and Appreciation – Coach Kara Amundson and the Women’s Softball Team, Coach Adam Kiesler and the Track and Field Team and Women’s Golf Coach Velvet Milkman, approved

Chair Crigler read aloud the following Resolutions of Acknowledgement and Appreciation:

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

**COACH KARA AMUNDSON AND THE WOMEN'S SOFTBALL TEAM
2021 – 2022 Season**

WHEREAS, the Murray State University Women's Softball team won the Ohio Valley Conference (OVC) regular-season and Tournament Championships, marking the first National Collegiate Athletic Association Tournament appearance in program history;

WHEREAS, the Women's Softball program achieved 40 wins, also for first time in program history, and set a program high with seven All-Conference selections, including Coach Amundson being named 2022 OVC Coach of the Year and student-athlete Hannah James being named 2022 OVC Pitcher of the Year;

WHEREAS, student-athletes Logan Braundmeier, Hannah James and Gracie Osbron were named to the OVC First Team; Lily Fischer, Sierra Gilmore, Taylor Jackson and Jenna Veber were named to the OVC Second Team and Gracie Osbron made the All-Newcomer Team; and

WHEREAS, the Women's Softball program earned the fifth best Earned Run Average (ERA) in the nation at 1.53, fifth most shutouts at 19 and sixth best walk-to-strikeout ratio at 5.11; and

WHEREAS, the Women's Softball program achieved additional notable accomplishments, including student-athlete Hannah James breaking the career strikeouts record and becoming the first pitcher to reach 500 strikeouts, Coach Amundson reaching 250 career wins, student-athlete Logan Braundmeier breaking the single-season doubles record and student-athletes Hannah James and Jenna Veber being ranked in the Top 25 nationally in ERA; and

WHEREAS, the team set a Softball program record 14-game win streak and most home wins in program history with 18, is one of only four programs nationally to have two or more pitchers ranked in the Top 25 nationally in ERA and has the third best turnaround in the nation at over 31 games;

NOW, THEREFORE, ON THIS 3rd DAY OF JUNE, TWO THOUSAND AND TWENTY-TWO, BE IT RESOLVED that the members of the Murray State University Board of Regents unanimously express their appreciation for the achievements and service of the Women's Softball team;

AND BE IT FURTHER RESOLVED by the Murray State University Board of Regents that this recognition of the contributions and dedication of the Women's Softball team be preserved in the minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 3rd day of June 2022.

Robert L Jackson
President



Eric F. Crigler, CFA
Chair – Board of Regents and Chair – Athletics Committee



Coach Amundson and the team received a round of applause.

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

**COACH ADAM KIESLER AND THE TRACK AND FIELD TEAM
2021 – 2022 Season**

WHEREAS, the Murray State University Track and Field team won the Ohio Valley Conference (OVC) Indoor Track and Field Championship held in Birmingham, Alabama, in February 2022 and was recognized accordingly by the Board of Regents at their Quarterly Meeting on March 11, 2022; and

WHEREAS, the Murray State University Track and Field team also won the Ohio Valley Conference **Outdoor** Track and Field Championship held in Murray, Kentucky, May 11-13, 2022; and

WHEREAS, the Murray State Track and Field team winning both OVC Championship titles represents the first sweep of both Championships since 1992; and

WHEREAS, five individual Murray State champions were named during the OVC Outdoor Track and Field Championship, including student-athletes Jenna Pauly – Heptathlon; Rachel Hagans – 100m; Rachael Hagans – Long Jump; Amirr Evans – 800m; Hannah Malone, Teliyah James, Jakayla McSwain, Rachael Hagans – 4x100 relay and Rachel Hagans earned National Collegiate Athletic Association Qualifier status in the East Regional Preliminaries – one of only three OVC athletes to qualify; and

WHEREAS, the team had 15 Podium (2nd or 3rd Place) Finishes, achieved 32 Personal Records and one OVC Record Finish (Rachel Hagans – Long Jump), earned its 2nd Outdoor Track and Field Championship in 30 years and Coach Adam Kiesler received his second OVC Outdoor Track and Field Coach of the Year award (first in 2019);

NOW, THEREFORE, ON THIS 3rd DAY OF JUNE, TWO THOUSAND AND TWENTY-TWO, BE IT RESOLVED that the members of the Murray State University Board of Regents unanimously express their appreciation for the achievements and service of the Murray State University Track and Field team;

AND BE IT FURTHER RESOLVED by the Murray State University Board of Regents that this recognition of the contributions and dedication of the Track and Field team be preserved in the minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 3rd day of June 2022.



Robert L. Jackson
President



Eric F. Crigler, CFA
Chair – Board of Regents and Chair –
Athletics Committee

Coaches and players who were present were introduced. These individuals are discarding records that have not been broken in over 60 years combined. The Coaches and team received a round of applause.

Chair Crigler indicated that Coach Velvet Milkman's career has been exemplary but she was not able to be present today. She is with another Coach who is being recognized as a Hall of Fame recipient at the OVC Awards Banquet and this commitment was made prior to her deciding to retire. She is very appreciative of being honored by the Board of Regents.

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

WOMEN'S GOLF COACH VELVET MILKMAN

WHEREAS, after 29 seasons Velvet Milkman has announced her retirement from the Murray State University (MSU) Women's Golf Team; and

WHEREAS, Coach Milkman founded the Murray State Women's Golf program in the fall of 1993 – the only Coach the Racers have ever had for that sport, served for 18 years as the Senior Woman Administrator for MSU Athletics, led the department as Interim Director of Athletics from July 2018 through February 2019 and served a four-year term on the National Collegiate Athletics Association (NCAA) Women's Golf Committee, including two years as Chair; and

WHEREAS, Coach Milkman is synonymous with success, class and character and epitomizes everything a university desires in a winning Coach and athletic program; and

WHEREAS, she has competed for the last 29 years at the highest level, is recognized as one of the finest Coaches in the country; has been a teacher, role model and mentor to numerous student-athletes both on and off the course and has left an indelible mark on Murray State University with six NCAA team appearances, 35 OVC Medal of Honor Winners and ten Ohio Valley Conference (OVC) individual champions; and

WHEREAS, Coach Milkman is the winningest OVC Championship Coach in Murray State history with 12 wins and for nearly three decades has mentored thousands of student-athletes while building a nationally competitive Women's Golf program; and

WHEREAS, in 29 seasons every four-year student-athlete under Coach Milkman's care graduated and won an Ohio Valley Conference Championship and with 12 OVC Championships her Racer teams dominated by winning three OVC Championship titles in a row three times, she mentored eight different student-athletes who combined to win ten OVC Player of the Year honors, produced ten medalist winners and 55 All-OVC Players and coached the first golfer from Murray State and the Ohio Valley Conference to advance to the NCAA Championship; and

WHEREAS, Coach Milkman's student-athletes also performed at the championship level in the classroom with 35 recipients of the OVC Medal of Honor, signifying perfect 4.0 grade point averages;

NOW, THEREFORE, ON THIS 3rd DAY OF JUNE, TWO THOUSAND AND TWENTY-TWO,
BE IT RESOLVED that the members of the Murray State University Board of Regents unanimously express their appreciation for the achievements and service of Coach Velvet Milkman to the Women's Golf program and Murray State University;

AND BE IT FURTHER RESOLVED by the Murray State University Board of Regents that this recognition of the contributions and dedication of Coach Velvet Milkman be preserved in the minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 3rd day of June 2022.


Robert L. Jackson
President


Eric F. Crigler, CFA
Chair – Board of Regents and Chair – Athletics Committee

Coach Milkman received a round of applause.

On behalf of the Athletics Committee, Regent Rudolph moved that the Board of Regents, upon the recommendation of the President of the University, approve the Resolutions of Acknowledgement and Appreciation that were read aloud. Regent Owens seconded and the motion carried.

Full Board Action – Resolutions of Acknowledgement and Appreciation – Coach Kara Amundson and the Women's Softball Team, Coach Adam Kiesler and the Track and Field Team and Women's Golf Coach Velvet Milkman, approved

On behalf of the Athletics Committee, Chair Crigler moved that the Board of Regents, upon the recommendation of the President of the University, approve the Resolutions of Acknowledgement and Appreciation for Coach Kara Amundson and the Women's Softball Team, Coach Adam Kiesler and the Track and Field Team and Women's Golf Coach Velvet Milkman as read aloud. Regent Fitch seconded and the motion carried unanimously.

Adjournment

The Athletics Committee adjourned at 1:25 p.m.

Finance Committee

Leon Owens – Chair
Eric Crigler
Lisa Rudolph
Melony Shemberger
Don Tharpe

Regent Owens called the Finance Committee to order at 1:25 p.m. and reported all other members were present.

Approval of Public-Private Partnership Pre-Development Agreement, approved

Regent Owens reported a Special Meeting of the Board of Regents was held on May 26, 2022, to discuss the Public-Private Partnership (P3) Agreement and Vice President Dudley provided direction in this regard, along with General Counsel Miller. All members of the Finance Committee and the full Board, with the exception of Dr. Fitch (who has been fully briefed on the topic), were present at that Special Meeting and approved the action being recommended today.

General Counsel Miller reported that at the March 11, 2022, Quarterly Meeting, the Board of Regents authorized the President or his designee to begin negotiations with the best-suited developer and necessary partners for the Public-Private Partnership arrangement with the goal of finalizing a Pre-Development Agreement (PDA) for review and approval. The proposed Pre-Development Agreement was provided to the Board for review. As this work was undertaken, careful consideration was given to the requirements of the Operational Committee and the University administration in negotiating the PDA. In essence, the Pre-Development Agreement permits the Developer – RISE – to continue working on developing architectural designs, drawings and plans. If the University proceeds to the financing stage for the overall project, any costs in the PDA will be included in the bond issuance and the University will not be making a separate payment for these services. If the project does not move forward, the University will be responsible for paying a discounted amount depending on when the project was halted or terminated and those expectations are included in the PDA. Once the architectural drawings are complete in October, the Board will be presented with an opportunity to approve the overall project plans. Confirmation was provided that detailed attention will remain part of this process.

On behalf of the Finance Committee, Vice Chair Tharpe moved that the Board of Regents, upon the recommendation of the President of the University:

- 1) Approve the President and/or his designee(s) to execute the attached Pre-Development Services Agreement with RISE Development, LLC; and
- 2) Authorize the President to proceed with the development of a suitable financing model and land-lease agreement with a goal to finalize both in late fall 2022 for approval by the Board before executing any final agreement(s).

Regent Shemberger seconded and the motion carried.

Full Board Action – Approval of Public-Private Partnership (P3) Pre-Development Agreement, approved

On behalf of the Finance Committee, Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University:

- 1) Approve the President and/or his designee(s) to execute the attached Pre-Development Services Agreement with RISE Development, LLC; and
- 2) Authorize the President to proceed with the development of a suitable financing model and land-lease agreement with a goal to finalize both in late fall 2022 for approval by the Board before executing any final agreement(s).

Vice Chair Tharpe seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Mr. Owens, yes; Mr. Puckett, yes; Mrs. Rudolph, yes; Dr. Shemberger, yes; Dr. Tharpe, yes; Mr. Waldrop, yes and Mr. Crigler, yes. The motion carried unanimously.

Appreciation was expressed to the members of the Finance Committee and Board who have devoted a significant amount of time and attention to this project over several years.

Disposition of Surplus Property – Fire Truck, approved

Vice President Dudley reported that the University received \$600,000 in Life/Safety Bond funds in the 1992-94 biennium to purchase a 1993 105' tower truck. Through a *Memorandum of Agreement* with the City, Murray State was identified as the owner of the truck with the City

being responsible for housing, manning and maintaining the vehicle. Approaching 30-years of age, the truck has reached the end of its useful life and the City has requested to end the *Memorandum of Agreement* and return the truck to the University. The City has acquired a fire truck to replace the 1993 truck and the new equipment provides greater accessibility to University facilities. Based on estimates obtained by City officials, it would require in excess of \$500,000 to refurbish the truck to make it fully operational. Due to the age of the vehicle, companies that undertake such work have advised against the University or City making any further investment in the truck.

The University has no need for a fire truck and deems this truck to be surplus property. The University received two estimates on the resale value of the truck and has been advised that it should be able to sell the truck for between \$15,000 to \$40,000. The University is recommending the establishment of a minimum of \$30,000 and posting the truck for sale at this amount for two months. If this does not attract buyers, the minimum will be reduced to \$15,000. The City has agreed to house the truck and insure it, although it is not being used, until the University can sell it or take physical possession.

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 sale of the 1993 tower truck considered surplus property per the requirements of KRS 45A.365 for the minimum of no lower than \$15,000. Regent Rudolph seconded and the motion carried.

Full Board Action – Disposition of Surplus Property, approved

On behalf of the Finance Committee, Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the sale of the 1993 tower truck considered surplus property per the requirements of KRS 45A.365 for the minimum of no lower than \$15,000. Regent Evans seconded and the motion carried unanimously.

President Jackson expressed appreciation to Murray City Administrator Jim Osborne and Murray Fire Chief Eric Pologruto who were present for all they do for the University, the community and beyond. Their interests in regard to the University are very high and Murray State calls on them often. Mr. Osborne and Mr. Pologruto received a round of applause.

Disposition of Surplus Property – Highway 121 Property, approved

Vice President Dudley reported Murray State University owns a 1.977-acre tract of land located on the north side of Kentucky Highway 121 between Paramount Drive and Wal-Mart Drive as described below:

Beginning at an Iron Pin (set) on the north side of Ky. Hwy. 121 north By-Pass said pin being located 61.13' north of centerline station 102+52.69 and is the southwest corner of the herein described tract of land;

THENCE N 01°22'56" E a distance of 203.30' to an Iron Pin (set) on the south line of the FNB Bank Inc. property (Bk. 923, Pg. 56) and being also the south line of Lot 13 of the Hale Development Company Subdivision (P.B. 27, Pg. 66, Slide 2582);

THENCE N 89°26'15" E a distance of 400.99' to a $\frac{1}{2}$ " rebar (found) at the southwest corner of the Disha-Yash, LLC. Property and is also the southwest corner of Lot 16 of the Hale Development Company Subdivision (P.B. 27, Pg. 66, Slide 2582),

THENCE N 89°24'58" E a distance of 249.60' to an Iron Pin w/cap #2747 (found) on the south line of Lot 17;

THENCE S 86°12'09" E a distance of 109.40' with the City of Murray right-of-way (P.B. 26, PG. 76, Slide 2491) to an Iron Pin (set) on the west right-of-way of Wal-Mart Drive;

THENCE S 12°16'51" E a distance of 6.78' to an Iron Pin (set) on the north right-of-way of Ky. Hwy 121 By-Pass, said pin being located 85.21' north of said Hwy. centerline;

THENCE S 74°00'27" W a distance of 286.36' with the north right -of-way of said Hwy. to an Iron Pin (set);

THENCE S 76°28'14" W a distance of 491.84' with the north right-of-way of said Hwy. to an Iron Pin (set);

THENCE S 81°28'05" W a distance of 12.74' continuing with the north right-of-way to the point of beginning.

This particular parcel of land was part of a larger tract that was acquired in March 1959. Through an earlier granted easement, the City of Murray has begun extensive drainage improvements on this particular parcel which will result in better storm water management. However, an open drainage ditch is expected to run several feet across the property and is within the easement area. The utilities and easements on the property greatly limit the usability of the land for new structures. Transferring this land to the City will alleviate the maintenance responsibility from Murray State University. It will also give the City more direct access to the drainage structures on the property for repair and maintenance operations. Currently, the City must get approval from the land owner (MSU) to access the property for improvements to the drainage structures. The drainage from the CFSB Center and south side of 121 connects to the drainage structures on the north side of Highway 121. Permanent access by the City should help to avoid drainage problems and backups on the south side near the CFSB Center and the Practice Facility. The electrical transformers and power boxes that provide power and controls to the site lighting for Highway 121 from 12th to 16th streets are also located on this subject property. Murray Electric is responsible for maintenance and upkeep of these electrical utilities. Due to the limited use of this property, it is believed it is more suitable for public use by the City of Murray. The request to transfer Murray State's interest in the property includes a Resolution and Order.

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 Resolution and Order presented transferring a 1.977-acre tract of land located on the north side of Kentucky Highway 121 between Paramount Drive and Wal-Mart Drive as specifically described above, without monetary consideration, to the City of Murray with said transfer being subject to approval by the necessary state and city offices, including the Kentucky Finance and Administration Cabinet Secretary. Regent Rudolph seconded and the motion carried.

Full Board Action – Disposition of Surplus Property – Highway 121 Property, approved

On behalf of the Finance Committee, Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached Resolution and Order transferring a 1.977-acre tract of land located on the north side of Kentucky Highway 121 between Paramount Drive and Wal-Mart Drive as specifically described above, without monetary consideration, to the City of Murray with said transfer being subject to approval by the necessary state and city offices, including the Kentucky Finance and Administration Cabinet Secretary. Regent Shemberger seconded and the motion carried unanimously.

(See Attachment #4)

University Budget with Executive Summary and Salary Roster, approved

President Jackson expressed appreciation to Vice President Dudley and her staff, the Deans, Vice Presidents, administration, faculty, staff, students, Budget Advisory Committee, governance groups and others who have spent a great deal of time developing the budget. Budgets are becoming more difficult each year and he is pleased with the work that has been undertaken and the recommendations being made today to advance the University, including salary increases, benefit expenditures that will be absorbed by the institution and other initiatives which will be outlined.

Vice President Dudley reported that the Executive Summary provided to the Board included a summary of overall revenues and expenditures, including attachments, for the 2022-23 Budget. Attachments included the Schedule of Priority Funding Needs, Statement of Revenues and

Expenditures, Kentucky Universities Tuition and Fees Comparison, Schedule of Tuition and Mandatory Fees, Schedule of Housing Rates and Schedule of Dining Rates. Also provided were a copy of the Summary Budget and Salary Roster. The Summary Budget contains a great deal of detail. The following Executive Summary components were highlighted:

- The total operating budget represents an increase of \$11.1 million or 7.5 percent from the prior year, and information was provided for each of the Education and General (E&G) and Auxiliary fund groups. Condensed lists of budget changes from prior year were also included.
- For Fiscal Year 2023 (FY23), a \$2 million contingency remains in the budget. Due to the impact of COVID-19, the Fiscal Year 2022 (FY22) budget was balanced with \$1.1 million in one-time Federal CARES stimulus funding. These one-time monies have been funded on a recurring basis in the FY23 budget.
- The E&G budget was developed with guiding principles and primary assumptions which were included in the Executive Summary.
- A revenue schedule, as well as summaries and details of expenditures by area and program, were also included in the Regents' Summary Budget.
- Information was provided on revenue sources, including state appropriations which have increased for this year by a total of nearly \$5 million. There are three primary reasons for the state appropriations increase, including additional funding for the Breathitt Veterinary Center, debt service for state-funded asset preservation projects and a performance funding allocation. Funding of \$4 million represents the total budget for the BVC, excluding any fee revenue generated directly by that entity. A brief history of the Performance Funding Model was also included in the materials provided.
- The budget also includes \$3.2 million for a KERS supplement as stipulated in House Bill 8 passed by the General Assembly during the 2021 Legislative Session. This is the same amount funded by the state for FY22. Since the state did not fund 100 percent of the University's KERS liability payment, the FY23 budget includes funding in the amount of \$955,000 of the E&G portion of this shortfall. The University will be paying a fixed amount which is 59 percent of payroll and in five years the \$3.2 million the University currently receives will decrease and Murray State will be paying close to 89 percent of payroll. This means that in five years for every dollar the University is paying for KERS employees it is putting 89 cents into their pension fund to help shore it up due to past liabilities. This is in addition to the normal payroll contribution of 10.10 percent. Confirmation was provided that the University is self-insuring health care and \$600,000 is the forecast for the claims increase for plan year 2023. This increased cost is not being passed along to employees in the budget as presented. The University budgets on a fiscal year basis but health care plans are based on a January 1 through December 31 schedule.
- Information was provided to the Board on the impact of state appropriations on budget since 2008. Collectively, through FY23, state appropriations have decreased \$12.3 million (22 percent). The University has not received General Fund appropriation increases in many years and has instead been subjected to cuts. The performance funding pool increase is not a General Fund increase and does not represent a permanent increase in the base budget. A chart was provided in regard to the performance funding pool since that model was implemented. Before last year, Murray State was contributing to the performance funding pool out of its base appropriation and had lost \$1.2 million, even though it was performing at a higher level than some other universities. This contribution is no longer required due to legislation passed last year.
- Budgets for tuition and scholarships/discounts are developed based on prior-year information and expectations for the upcoming year, considering all enrollment factors. An increase of \$4.6 million in the gross tuition and fees budget for FY23 is comprised of multiple factors, including a 1.95 percent tuition and mandatory fee rate increase. Flat enrollment compared to FY22 is projected but due to the mix of students (undergraduate and graduate, on-campus and online and the mix in residency, including many new regional states), an increase in projected revenues of \$1.8 million is expected. A \$4.2 million increase in scholarships and discounts is included in the budget and was outlined in the documentation provided.
- The CPE approved a 3 percent tuition increase ceiling for the FY22 and FY23 biennium. Murray State increased tuition and mandatory fees by .9 percent for FY22. The current budget includes a proposed 1.95 percent rate increase for undergraduate and graduate students for FY23, beginning in fall 2022. With new scholarships and discounts, the net impact to gross tuition and fees is approximately \$300,000. Scholarships are increasing at a greater rate than revenue and this illustrates the University's support of students to ensure affordability.
- Confirmation was provided that the proposed Technology Fee is not included in the data presented because it is not a mandatory fee assessed to all students.
- A chart was provided showing tuition rates for Murray State compared to sister institutions. The Tuition and Mandatory Fee Schedule was provided and data was highlighted with regard to graduate tuition where adjustments are being made to streamline the graduate rate structure. This change will cost the University almost \$50,000 this year but represents the first step in the streamlining process. Part of the University's discount structure includes changing regional rates. Eight states being added to the University's regional portfolio were outlined, in addition to current regional states. This action will place the University in a more competitive position within the Commonwealth and region. Total

scholarships and discounts are \$41.9 million which represents a budgeted discount rate of 40 percent and is two percentage points higher than the previous year. Confirmation was provided that academic achievement grid scholarships and Governor's Scholars, recruitment and athletic scholarships are included in the 40 percent discount rate. Chair Crigler commended the administration for making the regional state change which will allow the University to expand its outreach as there is great opportunity in this regard. President Jackson added that tuition and mandatory fee increases over the last four years have averaged .63 percent.

- Housing is a self-supporting auxiliary unit and must fully fund its budget needs, including debt service. The budget includes a proposed increase of .75 percent for residence hall rates, beginning with fall 2022. This increase will fund increases for facility maintenance and the 3 percent COLA for Housing employees. The increase will generate \$110,900 in new revenues. A chart showing housing rates and comparable rates at other Kentucky public universities was included in the Schedule of Housing Rates provided.
- Dining Services at the University are performed under contract with Sodexo. Per this contract, dining meal plans will increase 5.8 percent, beginning with fall 2022. A chart showing these new rates and comparable rates at other Kentucky public universities was included in the Schedule of Dining Rates provided.
- Murray State has one program fee and that is for the Doctor of Nursing Practice (DNP), which includes those enrolled in the Family Nurse Practitioner (FNP) and Post-Master of Science in Nursing (MSN) specialties, as well as Anesthesia. There is currently a Board-approved program fee for FY23 of \$1,286 that is assessed to all students for the fall and spring semesters enrolled in DNP programs. The number of Anesthesia students enrolled in the program is 54 and the number of FNP and Post-MSN students averages 25 to 30 students. These represent year-round programs, meaning there are also associated year-round costs.
- No course fee increases are being recommended in the budget. The five online pilot programs with Academic Partnerships were outlined. Students enrolled in these programs pay tuition and mandatory fees only as part of a pricing strategy change and a chart was provided outlining this change and the associated impact.
- With regard to expenditures, salaries, wages, health care, pensions and other fringe benefits comprise approximately 72 percent of the Education and General budget. The University has budgeted for a cost-of-living adjustment of 3 percent for all regular employees, including E&G and Auxiliaries. The average COLA increase per employee is \$1,626, representing the largest increase provided since Fiscal Year 2014. Total salaries and fringe benefits increased by \$4 million with \$2 million for COLA, \$951,000 for the KERS state funding shortfall, \$196,000 for faculty promotions and faculty and staff awards, \$608,000 for the health care increase and \$238,000 for other net changes. A chart was provided reflecting the total overall E&G changes in salary and full-time equivalent (FTE) by each employee category. Overall, FTEs changed by 4.1. New funding was used to hire a Mental Health Counselor, two technology support staff and one recruitment support staff member. Decisions in this regard were focused on student retention. One FTE has been added to the Faculty Development Center, five FTEs have been established for student retention work and FTEs have been enhanced in growth programs and those were outlined. Information was also provided on selected reorganizations that are not all reflected in the FTE changes just outlined.
- Benefits in total comprise 44 percent of the average compensation package for employees. Chair Crigler added that in the private sector this percentage is closer to 12 to 15 percent. Employee health insurance contributions will not be increased this year but will be absorbed by the institution. Savings from fewer health care claims over the last many months due to the pandemic will be utilized to cover increased claims anticipated for plan year 2023. For the third consecutive year, there are no planned employee health insurance premium increases. As reported in the Fiscal Year 2021 audit, the University covered 87 percent of plan expenses for employees and their families, with employees contributing only 13 percent. Continued management of the health care plan has allowed the University to continue offering provider and hospital choices to employees with no significant expected plan design changes for 2023. The majority of sister institutions in the Commonwealth are passing at least a portion of health care claim cost increases to their employees. It was indicated there are inherent risks with a self-insured plan but, according to the University's consultants the Segal Group, there is an overwhelming trend for employers to manage employee health care claims through self-insured plans. There is some concern that the cost and number of health claims will increase as the country comes out of the pandemic but this area will continue to be monitored closely.
- With regard to deferred maintenance, the University is budgeting \$2.7 million in FY23 for this purpose, including \$1.3 million from the Asset Preservation Fee. This budget does not include the \$23 million in asset preservation funds authorized by the Commonwealth which will be available to the University on July 1, 2022.
- The FY23 budget recognizes the need for added investment in technology. These investments are focused on the security of data, systems and hardware. This includes significant maintenance needs for the fiber infrastructure, ongoing maintenance and hardware replacements to support a robust infrastructure, increases in the costs of license/support for Canvas and other academic and administrative applications and wi-fi replacements and upgrades. The proposed technology fee of \$100 per semester for all students taking five or more credit hours of on-campus instruction, excluding online credit hours, dual credit hours and credit hours for special high school enrollments,

beginning with fall 2022, is included in the budget. A five-year maintenance/replacement schedule is being used to help the University plan for future infrastructure needs. This includes a multi-phase plan for replacement of the campus Fiber Ring that is approaching an age of approximately 30 years.

- In terms of management of resources, actions taken to manage the budget for the last few years will continue into FY23 and a listing of what this includes was provided to the Board.

Vice President Dudley reported that by acting on the budget the Board will also be approving the Salary Roster that has been provided.

Regent Evans indicated the materials presented included reference to a plan for the centralization of academic technology support and asked what that plan will entail. Vice President Dudley confirmed that there is not currently a plan but consideration is being given to the best way to proceed in this area. It is known that centralization of technology support will save on personnel resources and budget. Regent Shemberger added that she has heard concerns about technology support centralization, particularly for those programs that are accredited by their respective agencies where technology must be a core component in order to receive program accreditation. When faculty are with students and experience a technology issue, they need immediate resolution so there is no loss of instruction time. She recommends that these concerns be taken into consideration as the plan is developed, especially in terms of how it will affect accreditation in certain programs. Vice President Dudley confirmed that discussions are beginning with all units in an effort to determine their needs. President Jackson confirmed that a careful, thoughtful approach to centralizing academic technology support started three years ago and has been discussed by this Board. A pilot project has also been carried out in the School of Nursing and Health Professions and was successful. He understands this might not work in every single program and that will be taken into consideration and addressed, but due to the technology needs of the entire campus, making such changes must be considered.

Regent Shemberger indicated that with regard to tuition increases for graduate students, they do not have the opportunities for scholarships and discounts that are available to undergraduate students. She asked what is being considered in this regard for recruitment and retention purposes. Vice President Dudley reminded the Board that there have been years when graduate tuition was not increased since the Graduate Tuition Model was instituted in 2016-17. Care has been taken to ensure graduate tuition rates remain competitive.

Regent Shemberger indicated that the Budget Advisory Committee on campus includes faculty, staff and student representation but the group was given the budget right before the University Town Hall. Good ideas were presented during the Town Hall and she suggested the Budget Advisory Committee should have an opportunity to discuss those ideas and potential options that were identified. It would also be helpful to have the budget earlier in the process.

Regent Puckett stated he realizes there are a great deal of increases for students this year but there are also a number of returns for those additional costs. He met with President Jackson and also serves on the Budget Advisory Committee and has been part of the discussions there. He believes this represents a student-friendly budget, although any increases are not easy. Students will be getting a renovated Curris Center soon and the new School of Nursing and Health Professions building is desperately needed to allow for new programs in health professions to be implemented. Students will also receive a new dining hall in a more accessible location on campus. When he ran for Student Government Association President he ran on three platforms which included transitioning into normalcy after COVID-19 in a safe and healthy way, mental health initiatives and enhanced programs and more scholarship opportunities. This has all been accomplished with the budget being presented today. There is also a deferred maintenance fund that has been established which could be used to assist with accessibility needs. The new Technology Fee will be used for cybersecurity safety and that is desperately needed on campus. Other universities have faced dire consequences from being hacked but Murray State is taking steps to ensure that does not occur. While increases are unfortunate, they are the reality of the situation, and the budget that has been presented is very generous to students. The SGA Executive Team also worked with Vice President Dudley and her team and with the Deans and leadership in the various colleges and schools toward changes that have also been made for students who must participate in clinical experiences. Previously these students were not allowed to work but can now in order to help pay for their expenses. A scholarship specifically for these students has been designed and funding in this regard is included in the budget. Appreciation was expressed to the administration for their efforts on behalf of Murray State students.

Regent Evans echoed Regent Shemberger's comments in regard to more frequent Budget Advisory Committee meetings as they could be beneficial and lead to additional recommendations that could be implemented. She is also appreciative of the 3 percent COLA increase that has been proposed but it is not a true COLA based on national indexes. It is more of a salary increase and should be referred to as such. If COLA increases are referenced they should be based on the national average. She suggested the administration actually start budgeting annual salary increases so they are included in the budget. If employees are essential to this University, there should be a budget in place to take care of those individuals. It took five years to get to what was initially a three-year plan to implement a \$10.20 minimum hourly rate for employees. She would hate to see employees go another ten years before there are any significant salary increases. President Jackson added that there was a salary increase of 2.25 percent last year and 3 percent this year – the largest percentage increases in any two-year period in recent years. The issue with regard to predictability is the uncertain nature of revenues and state appropriations, pensions and performance funding dollars and legislative actions. It is impossible to predict what salary increases could be in future years because it is dependent on these unknowns that constantly change. He understands the point but there are many components to this work and these facts will remain a challenge.

Vice Chair Tharpe indicated as the University comes out of the pandemic it does not know what the economy will look like nor what the new normal is going to be but it is known that everyone is paying more for everything and the supply chain is still backed up. How to manage these increasing costs is a concern for all universities, especially when much remains unknown, including where revenue will come from, while recognizing the struggle for many.

Regent Owens expressed appreciation to Vice President Dudley and her team and President Jackson. Part of the Board's fiduciary responsibility is to ensure it provides oversight and the level of detail presented in the budget provided allowed the Board to meet its obligation.

On behalf of the Finance Committee, Chair Crigler moved that the Board of Regents, upon the recommendation of the President of the University, approve the 2022-23 Summary Budget, Executive Summary and Salary Roster as presented. Regent Rudolph seconded and the motion carried.

Full Board Action – University Budget with Executive Summary and Salary Roster, approved

On behalf of the Finance Committee, Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached 2022-23 Summary Budget, Executive Summary and Salary Roster. Regent Fitch seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Mr. Owens, yes; Mr. Puckett, yes; Mrs. Rudolph, yes; Dr. Shemberger, yes; Dr. Tharpe, yes; Mr. Waldrop, yes and Mr. Crigler, yes. The motion carried unanimously.

(See Attachments #5, #6 and #7)

Facilities Management Update, received

Chief Facilities Officer Jason Youngblood reported the following:

- State appropriations of \$47.3 million for 2023-24 will be provided to the University for asset preservation projects. This funding requires a 15 percent match from the University and approximately \$7 million of the \$12 million bond issuance approved by the Board at a prior meeting will be utilized for this purpose. Direction is still being provided by the CPE and state on how the match actually needs to be made because it will be on a per project basis. Funding of \$45.5 million has also been appropriated for the new School of Nursing and Health Professions building, along with funds for the P3 project discussed earlier.
- Projects are already underway and some are part of the \$12 million in bond projects that were identified in past meetings. Asset preservation projects such as new windows for Wells and Wilson halls and building automation systems projects are underway. HVAC system improvements are being made utilizing CARES funding and the annual roof replacement plan continues to be implemented.
- Applied Science building renovations represent a key project in the Six-Year Capital Plan, along with Mason Hall renovations, to prepare for the new School of Nursing and Health Professions building.

The School of Nursing and Health Professions and the Hutson School of Agriculture both have operations in the Applied Science building. Mason Hall is the current nursing facility and will remain in the nursing program stock, along with the new building.

- Concepts for what a new Nursing and Health Professions building could look like were presented. These were not prepared specifically for Murray State and were simply screen shots found on the internet. Concepts were also provided for the Applied Science building with enhanced ADA access improvements and replacement of antiquated HVAC systems. Square footage on the second and fourth floors in the Applied Science north tower has been identified and it is anticipated this will be converted from nursing space into Hutson School of Agriculture space. Mason Hall has many of the same Americans with Disabilities Act (ADA) access issues that will be corrected, along with mechanical upgrades for the chiller and boiler, HVAC system, emergency generators, automated building controls and elevators. The asset preservation list presented to the Board represents the types of projects that need to be undertaken in E&G buildings on campus.
- A few key components have been identified building-by-building that need attention because these projects have been on the deferred maintenance list for some time. These include Alexander Hall stair treads in the older section that currently represent a tripping hazard and needed building exterior improvements. The Biology building is not that old but the chillers in this facility feed the entire Science Complex which also include the Chemistry and Engineering and Physics buildings. Those chillers are maxed out and in need of repair, which will include building in redundancy. The Blackburn Science building has had numerous occupants over the years and although renovations were made in this facility as the new Science Complex was being constructed, several improvements still need to be made. The Arthur J. Bauernfeind College of Business (AJBCOB) was built in the 1960s and still has vintage equipment. A common theme that has been discussed is disconnecting buildings from the central steam system and utilizing individual building boilers and this work has been underway for some time. An elevator replacement plan has also been developed for the AJBCOB and exterior painting is being undertaken this summer.
- Additional projects include Carman Pavilion HVAC and Carr Hall upper window replacements. The main focus in the Central Plant is central cooling and phasing out the central steam system for much of the main academic campus. There is capacity for three chillers but there are currently only two that function and at peak load in July and August those are maxed out and redundancy is needed. A new chiller has been requested, in addition to rebuilding one of the existing chillers.
- The electrical infrastructure is of critical importance to the University and efforts are underway to ensure a better system is in place so there are no unscheduled outages or unforeseen conditions. The desire is to be able to identify any issues quickly so they can be resolved. The old infrastructure system in the electrical substation also needs to be replaced.
- It is hoped deferred maintenance funding can be used to address cooling tower issues in the CFSB Center beginning this summer. The new equipment will take several months to arrive and will not be in Murray in time for the current cooling season. There are a number of interior renovations planned for the Curris Center for common spaces but mechanical equipment needs are not necessarily included in the interior renovation plans and represent asset preservation needs. The safety and security projects in the Fine Arts building related to the center stairwell and railings still need to be completed, as well as plaster repairs and HVAC corrections. The building is also currently on the central steam system and needs to be disconnected and transitioned to individual boilers. The Exposition Center fire alarm system needs to be replaced. Faculty Hall is still on the central steam line and needs to be disconnected and moved to individual boilers. A fire pump transfer switch replacement is also needed in this building. The City water pressure is not enough to supply water in tall buildings on campus and transfer pumps are required. In the event of a fire and a loss of power, the sprinkler systems in these facilities must be on a back-up generator. Transfer pumps must also work if running on emergency generators and this is critical for building safety. A generator transfer switch needs to be replaced in the Hogancamp General Services building and other HVAC improvements are also necessary. The Hancock Biological Station requires attention and needs an HVAC system replacement and fire alarm upgrades. Mechanical improvements are needed in the Industry and Technology building. The Lowry Center needs to be disconnected from the central steam system and transferred to individual boilers. Pogue Library is one of the original buildings on campus and has infrastructure needs that require upgrades and replacements. The Police Department needs control and boiler replacements for its heating and hot water system. Sparks Hall requires HVAC mixing box replacements. Stewart Stadium has electrical system and infrastructure needs and structural repairs are necessary due to water seepage. There is a plan in place to address flooding issues in the *Dennis Jackson Racer Room* in this facility. Waterproofing the facility will help leakage in other offices located on the bottom level of Stadium. The facility was designed to leak but the rain catchment systems have deteriorated over time and drainage systems are not functioning as intended. Concrete contracts and expands and new cracks have developed and it literally rains inside the building. There are HVAC project needs in the Wellness Center and Wells Hall, including stair tread and elevator replacements and building automation systems. Wilson Hall needs to be disconnected from the central steam line and boiler replacements are required. A renovation project is currently underway in Wrather Hall Auditorium but that facility is also in need of window replacements.

This represents a long list of deferred maintenance projects and across-the-board costs are high and very unpredictable. Not only are material costs unpredictable but the country is also experiencing supply chain issues. It is unlikely all needs can be addressed with the \$47 million that has been allocated but plans are being developed to accomplish as much of this work as possible. It will likely take three to four years to spend the entire \$47 million due to a shortage of consultants and contractors. It is currently difficult to get contractors to even bid projects. When costs come in over budget, this causes further delay and a way to increase the budget or cut costs must be identified. The Board must be mindful that not all projects can be undertaken at once and must be done with as little interruption to campus as possible so classes can continue to be offered. Power outages will be required as electrical upgrades are implemented, the cooling and heating systems will have to be taken offline in order to replace or repair units and a determination must be made in terms of the right season to undertake these projects.

Vice Chair Tharpe applauded the work that has been undertaken to identify issues before the University and is confident in the plan that has been developed to address those needs. Confirmation was provided that these projects are expected to result in energy savings, although specific figures are not yet available. A study that was conducted in 2017 about disconnecting from the central steam system and moving to individual building boilers and making this transition is expected to amount to savings due to maintenance costs alone. Maintaining the central steam system is very expensive. Confirmation was provided that energy savings are also expected from window replacements in Wells and Wilson halls.

President Jackson stated that Mr. Youngblood and his team do a fantastic job and their hard work is very much appreciated. Mr. Youngblood indicated that his staff and maintenance team are responsible for putting together the list of needed projects just presented because they are the ones out on campus identifying potential trouble areas.

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

Information Technology Infrastructure and Security Update Report, received

Chief Information Officer Brian Purcell reported the following:

- Information Technology (IT) needs are continually growing and require increased funding. As a larger portion of the mission of the University is supported by technology, so is the dependence on a solid, reliable and secure IT infrastructure. IT objectives include deferred maintenance projects, wi-fi enhancements, increased security (which comes with higher licensing and support costs) and a multi-year Fiber Ring completion project.
- The network infrastructure for electronics has grown to a total cost of over \$5 million and this does not include the fiber optics and cables that are in the ground and buildings. The University's assets have increased tremendously in the Information Technology area, especially over the last ten years. There are over 850 wireless access points and 436 network switches on campus. The average number of student devices connected to the campus wi-fi has grown to over two per student. Every student is coming to the University with more than two devices on average that require daily wi-fi access. IT maintains over 20,000 network ports on campus, across 120 network closets in 86 buildings, and there is over 22 miles of fiber in the ground.
- The network supports the University's servers and system infrastructure, as well as endpoints. The number of servers and appliances IT provides service for has also rocketed upwards. There are over 332 servers, both physical and virtual, at a total cost of \$1.5 million. There are 311 databases containing statistics relative to applications and support that were gathered relative to the analysis being provided. These databases are housed in four separate data centers. The main data center is on campus and there are two back-up data centers – one at the *Paducah Regional Campus* and the other at Northern Kentucky University through a reciprocal agreement – and there is one data center at Breathitt Veterinary Center. Inside the main data center there is a storage area network that has over 787 terabytes of spinning disc storage and glass space storage. This supports everything on campus from video camera footage storage to classroom files and presentations to the Enterprise Resource Planning system. IT staff apply 2,400 patches every month to infrastructure and applications. Many of these patches are automated while others are labor intensive and must be completed manually.
- With the large, complex and expensive infrastructure that has been implemented, most of the components have a five- to seven-year lifespan. The manufacturer will support the components and provide security updates throughout the five- to seven-year period but at one point will consider them end of support or end of life components. Once a manufacturer abandons and no longer provides support for a model being used by the University, those assets become risks. They represent a potential vulnerability that could be exploited by a bad player or a component could fail resulting in an associated outage. For these reasons, the University has developed a rolling five-year plan to replace this equipment on both the network and server side and help prevent this situation from

occurring in the future. Deferred maintenance consists of a very large portion of increased funding that has been requested.

- Continual enhancements are being made to the wi-fi network. With increased reliance on the wi-fi network it is no longer a supplement or nice to have item. It is the network, especially for students, in their academic school or college but also in the residential campus complex. The University wants to be able to increase wi-fi coverage, both inside and outside buildings, especially since green space coverage is so important for students, and a focus has been maintained on enhancing and improving these services. The density of access points has been increased to provide wi-fi coverage because with students carrying two or more devices there must be more available access points on campus. Efforts also continue to increase the speed of the wi-fi network to meet the emerging needs of faculty, staff and students.
- Information security is a critical component of any work undertaken. Cybersecurity attacks continue to rise and higher education is becoming more of a target every day. An incident which occurred at a university close to Murray State was outlined and that institution was forced to take drastic measures to contain the breach and recover from the attack. There was also a struggling university that had to close and a ransomware attack was a contributing factor in that closure. Murray State has seen a number of attacks against its systems and stops over 9,000 attacks per day at the perimeter of the network. These are not super sophisticated attacks but they are constant. Over 13,000 spam and phishing emails are identified every day and placed in a spam folder for faculty, staff and students and another 5,000 such attempts are rejected when they attempt to connect to deliver email. There are 11 malware incidents per month that require IT staff to manually undertake a complete investigation on a device to determine where as breach came from, what it may have affected and any access that may have been gained.
- The size of the network and the fact that it contains personally identifiable information is why the bad actors are interested in the University. There are also over 2,300 University-owned endpoint devices that MSU currently protects. The University has 230 critically-rated vulnerabilities and 250 high-priority rated vulnerabilities that are identified and mitigated every month on the infrastructure and server systems. This, coupled with recent new cybersecurity regulations that are being enacted at the state level and perhaps at the federal level eventually, is forcing the University to have more security controls and protections in place than ever before. Information Technology recently rolled out an advanced endpoint device protection system and a new threat protection and identification model for the border and is working on a new security information and management initiative. This all leads to additional funding that is required to support the information security program. Clarification was provided that an endpoint device is anything the University owns that is electronic. A critical vulnerability means it must be patched immediately, even if doing so will cause down time, because bad players are actively using the vulnerability to exploit infrastructure. High-priority rated vulnerability means the bad players may not actively be exploiting the vulnerability but will soon.
- With regard to increased licensing support, Information Systems and IT have over 40 maintenance contracts that total over \$2 million. Price increases have occurred every year as vendors must also address inflation and examples were provided.
- The entire network is tied together through fiberoptic cables and the need for a Fiber Ring project has been identified for a number of years. The University's reliance on the network and systems has reached critical levels and must be addressed. The availability and reliability of the current network has been increased over the years utilizing different means such as battery backup units and other technologies that have been leveraged. One of the largest risk factors that the University has not been able to address is lack of redundant fiber connectivity for many buildings on campus. Completion of the Fiber Ring project will allow for those needed redundant connections for core buildings across campus. Much of the fiber currently on campus has also reached the end of its useful life and must be replaced because it is failing at higher rates, resulting in the loss of ability for replacement with a backup system.
- There are three main components relative to the Fiber Ring project. The first is putting physical pathways into the ground for the Fiber Ring. Fiber is a lot like water and electric and there must be a conduit in the ground to pull it through and this represents a large part of what is currently missing. Fiber will then be pulled through these pathways to complete the Fiber Ring around campus and establish redundancy. Some of the older existing fiber will then be replaced. Maps illustrating the proposed new location for the Fiber Ring pathways were provided and highlighted. This work will hopefully be undertaken in FY23. Clarification was provided that core buildings are those used to connect a cluster of buildings around it, representing the hub for that geographic portion of campus. It is critical the four core buildings be provided with redundant connectivity. Redundant connections will then be established in the remaining buildings during Fiscal Year 2024. Redundancy efforts will continue to expand into Fiscal Year 2025 for the center of campus. In Fiscal Year 2026, the redundancy will focus on taking the Fiber Ring around the northern part of campus. In Fiscal Year 2027, the Fiber Ring will be utilized to bring in even more redundancy in the respective buildings.
- Supporting this technology is expensive and all continue to look for ways to reduce costs while still improving services where feasible. This includes shared services, standardizing equipment and software, making aggregated purchases, avoiding redundancy and streamlining and automating business processes. Plans are being developed to help accomplish this work.

Vice President Dudley reported that in regard to the different projects that have been outlined across the various fiscal years, funding for the FY23 phase of this work is included in the budget presented. The proposed Technology Fee will be utilized to help fund these projects. The University has tried to secure funding from the state for these technology priorities for a number of years but has been unsuccessful. Confirmation was provided that IT representatives will be involved in the work associated with the new Nursing and Health Professions building. The plan presented did not take into consideration the P3 arrangement but will be adjusted accordingly. The design plan for the pathways allows for these new facilities to be connected to the Fiber Ring and are being located closer to infrastructure that will not change.

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

Projects Approval, approved

Vice President Dudley reported that Delegation of Authority Item #20 states that "...Prior to moving forward, all projects costing over \$200,000 and up to the threshold denoted by Kentucky statute should be reviewed by the Board Chair and the President and a determination made in terms of those projects requiring further Board approval." The Board was provided with a schedule listing new projects or projects with increased scope with a total estimated cost of over \$200,000. Projects in the listing included the Cherry Exposition Center and the roof replacement plan for sections A and C. The Chestnut Street pedestrian bridge is also included but supply issues are presenting challenges relative to this project. Also included is the cooling tower project for the CFSB Center.

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 projects outlined on the listing provided. Chair Crigler seconded and the motion carried.

Full Board Action – Projects Approval, approved

On behalf of the Finance Committee, Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the projects outlined on the attached listing. Regent Rudolph seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Mr. Owens, yes; Mr. Puckett, yes; Mrs. Rudolph, yes; Dr. Shemberger, yes; Dr. Tharpe, yes; Mr. Waldrop, yes and Mr. Crigler, yes. The motion carried unanimously.

(See Attachment #8)

Personal Services Contracts, approved

Vice President Dudley reported Item #11 of the Delegation of Authority stipulates that the Board: "...approve all Personal Services Contracts (PSC) 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 Personal Services Contracts on the schedule provided require Board of Regents approval.

A consultant has already been engaged through a Request for Proposals under a state contract with Brailsford and Dunlavey for the first phase of P3 work – the Pre-Development Agreement. The University would like to extend its contract with Brailsford and Dunlavey and their proposal is for \$166,000 which will carry the institution through the financial close which is the next phase for this project.

The next PSC would be to engage a consultant Architectural and Engineering firm to help with starting Mason Hall project scoping, the Applied Science building and early asset preservation projects. The University is seeking approval to proceed with that engagement. The administration is also seeking approval to increase the audit engagement due to changes discussed earlier during the Audit and Compliance Committee. The Internal Auditor previously contributed hours to the audit and because that position will be vacant, the auditors will not be able to use those hours this year.

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

Full Board Action – Personal Services Contracts, approved

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

(See Attachment #9)

Adjournment

The Finance Committee adjourned at 3:15 p.m.

The Board of Regents adjourned for a break at 3:15 p.m.

Reconvene

Chair Crigler reconvened the Quarterly Meeting of the Board of Regents at 3:30 p.m.

Promotion, approved

Provost Todd read aloud the names of the faculty listed below who have been recommended for promotion to the respective rank, effective with the 2022-23 academic year.

NAME	PROMOTE TO	DEPARTMENT
Samer Khalil*	Professor	Accounting
Vladyslav Krotov	Professor	Computer Science and Information Systems
Cemil Kuzey	Professor	Computer Science and Information Systems
Simone Silva	Professor	Economics and Finance
Yana Andonova*	Associate	Management, Marketing and Business Administration
Christopher Craig	Associate	Management, Marketing and Business Administration
Teresa Betts	Professor	Management, Marketing and Business Administration
Miguel Gomez*	Associate	Adolescent, Career and Special Education
Benjamin Littlepage	Professor	Educational Studies, Leadership and Counseling
Julie Cyzewski*	Associate	English and Philosophy
Joshua Easterling*	Associate	English and Philosophy
Danielle Nielsen	Professor	English and Philosophy
Saihua Xia	Professor	English and Philosophy
Benjamin Post*	Associate	Global Languages and Theatre Arts
Daryl Phillip	Professor	Global Languages and Theatre Arts
Jie Wu	Professor	Global Languages and Theatre Arts
Christine Lindner*	Associate	History
Ashley Cumming*	Associate	Music
Matthew Gianforte	Professor	Music
Andrew Morelock*	Associate	Political Science and Sociology
Marc Polizzi*	Associate	Political Science and Sociology
Esther Malm*	Associate	Psychology
Jana Hackathorn	Professor	Psychology
Andrea Darracq	Associate	Biological Sciences
Laura Sullivan-Beckers	Associate	Biological Sciences
Dena Weinberger*	Associate	Biological Sciences
Marcie Venter*	Associate	Earth and Environmental Sciences
Justin Taylor	Professor	Mathematics and Statistics
Yousif Abulhassan*	Associate	Occupational Safety and Health
David Wilbanks	Associate	Occupational Safety and Health
Kristie Guffey*	Associate	Agricultural Sciences
Jessica Naber	Professor	Nursing

Arthur Boston*	Associate	University Libraries
Sean McLaughlin*	Associate	University Libraries
Candace Vance	Professor	University Libraries

*Faculty also being recommended for tenure.

Regent Shemberger reported that many of these faculty members have waited years to hear their names called for promotion because a great deal of work and time, even during the summer, is associated with receiving a favorable recommendation. Many of these faculty members are at the same time being recommended for tenure. She applauds the stamina of these individuals in achieving these accomplishments. Regent Puckett agreed and indicated students appreciate the hard work of faculty and the dedication they have to the student body. He has been privileged to have some of these individuals for class as they are phenomenal professors and deserve congratulations and thanks.

Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the faculty, as outlined, for promotion, effective with the 2022-23 contracts. Regent Owens seconded and the roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Mr. Owens, yes; Mr. Puckett, yes; Mrs. Rudolph, yes; Dr. Shemberger, yes; Dr. Tharpe, yes; Mr. Waldrop, yes and Mr. Crigler, yes. The motion carried unanimously.

Chair Crigler expressed appreciation and congratulations to these faculty members and they received a round of applause.

Tenure, awarded

Provost Todd read aloud the names of the faculty listed below who are being recommended for the granting of tenure, effective with the 2022-23 academic year.

Yousif Abulhassan	Occupational Safety and Health
Yana Andonova	Management, Marketing and Business Administration
Arthur Boston	University Libraries
Gheorghe Bunget	School of Engineering
Ashley Cumming	Music
Julie Cyzewski	English and Philosophy
Joshua Easterling	English and Philosophy
Miguel Gomez	Adolescent, Career and Special Education
Kristie Guffey	Agricultural Sciences
Samer Khalil	Accounting
Christine Lindner	History
Esther Malm	Psychology
Sean McLaughlin	University Libraries
Andrew Morelock	Political Science and Sociology
Marc Polizzi	Political Science and Sociology
Benjamin Post	Global Languages and Theatre Arts
Bikram Subedi	Chemistry
Dana Thompson	University Libraries
Marcie Venter	Earth and Environmental Sciences
Dena Weinberger	Biological Sciences

Regent Owens 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 2022-23 contracts. Regent Waldrop seconded.

Regent Shemberger expressed congratulations to the faculty members receiving tenure.

The roll was called with the following voting: Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Mr. Owens, yes; Mr. Puckett, yes; Mrs. Rudolph, yes; Dr. Shemberger, yes; Dr. Tharpe, yes; Mr. Waldrop, yes and Mr. Crigler, yes. The motion carried unanimously.

Chair Crigler expressed appreciation and congratulations to these faculty members.

Resolution of Appreciation – Retired Faculty and Staff, approved

Tim Todd read aloud the following Resolution of Appreciation:

**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 2021-2022 year:

Cynthia Barnett – Global Languages and Theatre Arts, 16 years
R. Michael Bokeno – Organizational Communication and Leadership, 27 years
Kala Chakradhar – Community Leadership and Human Services, 18 years
 Daniel Claiborne – School of Engineering, 37 years
 Gina Claywell – English and Philosophy, 25 years
 Laura Dawkins – English and Philosophy, 23 years
William DeWees – Veterinary Technology and Pre-Veterinary Medicine, 17 years
Richard Dodson – Educational Studies, Leadership and Counseling, 11 years
 Michael Kemp – School of Engineering, 27 years
Paul Lucko – Community Leadership and Human Services, 22 years
 Ann Neelon – English and Philosophy, 30 years
Lynn Patterson – Early Childhood and Elementary Education, 14 years
Brenda Sheets – Management, Marketing and Business Administration, 24 years
 Lou Tillson – Organizational Communication and Leadership, 30 years
Barbara Washington – Adolescent, Career and Special Education, 15 years
 Tracey Wortham – Occupational Safety and Health, 27 years

Jean Bridges – Center for Adult and Regional Education, 16.5 years
 Wendy Briere – Center for Communication Disorders, 7 years
 Susan Brown – Center for Communication Disorders, 26 years
 Elizabeth (Ellen) Dale – Accounting and Financial Services, 28 years
 Robert Daniels – Housing, 23 years
 Sarah Delaney – Student Financial Services, 37 years
Patricia Depriest – Kentucky Academy of Technology Education, 10 years
 Barbara Gibbs – Housing, 26 years
 Jamie Haynes – Office of Development, 27.5 years
 Kimberly Hill – Hutson School of Agriculture, 27 years
 Elizabeth Holland – Facilities Management, 24 years
Linda Hopkins – Department of Economics and Finance, 16 years
 Amy Maness – Athletics, 27.5 years
Jean Miller – Breathitt Veterinary Center, 21.5 years
 Candice Miller – Housing, 22 years
 Jerry O'Bryan – Facilities Management, 27 years
 Glendale Olive – Procurement Services, 11 years
 Mark Prusaczyk – Facilities Management, 6 years
 Gary Shade – Athletics, 9 years
 Carrie Thomas – Facilities Management, 11 years
Cynthia Thresher – Teacher Quality Institute, 20 years
 Mary Tyler – Breathitt Veterinary Center, 16 years
 Kevin Wilson – Facilities Management, 25.5 years
 Denise Windsor – Human Resources, 17 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 844.5 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 members for their loyalty and devotion to the institution and their contributions to the betterment of the University.



Eric F. Crigler – Chair, Board of Regents
June 3, 2022

Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the Resolution of Appreciation for retiring faculty and staff members. Regent Evans seconded and the motion carried unanimously.

Retiring faculty and staff members received a round of applause.

Resolution of Appreciation – Eric F. Crigler, approved

Vice Chair Tharpe indicated it is his distinct honor and pleasure to present a memento to retiring Board of Regents Chair Eric Crigler on behalf of the University, faculty and staff recognizing his hard work. When Eric assumed the position of Chair he was clearly up for the task and he did it well. He kept the entire Board informed and it was clear he wanted to make a difference. He knows this University and played football here. This is his homeplace and he is proud of Chair Crigler and appreciative to him for his work. Chair Crigler received a round of applause and a standing ovation.

President Jackson read aloud the following Resolution:

**MURRAY STATE UNIVERSITY
BOARD OF REGENTS**

RESOLUTION OF APPRECIATION

ERIC F. CRIGLER

WHEREAS, Eric F. Crigler was appointed by the former Governor of Kentucky – Matthew G. Bevin – to the Board of Regents of Murray State University on August 6, 2018, to fill the remainder of the unexpired term of Dr. Walter Bumphus; and

WHEREAS, he has exemplified outstanding leadership on the Board of Regents, serving as Chair from July 1, 2021 – June 30, 2022, and Vice Chair from July 1, 2020 – June 30, 2021; and

WHEREAS, Eric F. Crigler has served as Chair of the Athletics Committee since his appointment to the Board in 2018 and also as Chair of the Ad Hoc Presidential Evaluation Processes Review Committee since 2020;

WHEREAS, he has been an invaluable member of the Finance Committee since 2018 and has provided additional service as a member of the Enrollment Management and Student Success Committee (2018-19), Audit and Compliance Committee (2019-20) and the Marketing and Community Engagement Committee (2019-21); and

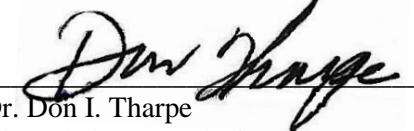
WHEREAS, Eric F. Crigler served as an ex-officio member of the Murray State University Foundation, Incorporated Board of Trustees in 2020-21 and 2021-22; and

WHEREAS, he has served as an important advocate for the University as a 1990 alumnus, has been involved in many initiatives for the improvement and advancement of the University in its efforts to serve the educational needs of the citizens of the Commonwealth and his leadership has been strong, inclusive and encouraging, leading to a cohesive, dynamic and forward-looking Board; and

WHEREAS, Eric F. Crigler'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 3rd DAY OF JUNE, TWO THOUSAND AND TWENTY-TWO, BE IT RESOLVED that we mark this milestone reverently with words Eric F. Crigler 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 Eric F. Crigler be preserved in the Minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 3rd day of June 2022.



Dr. Don I. Tharpe
Vice Chair – Board of Regents

Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the Resolution of Appreciation for Eric F. Crigler. Vice Chair Tharpe seconded and the motion carried unanimously.

Chair Crigler received another round of applause.

Resolution of Appreciation – Lisa G. Rudolph, approved

Chair Crigler read the following aloud:

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

LISA G. RUDOLPH

WHEREAS, Lisa G. Rudolph was appointed by the former Governor of Kentucky – Matthew G. Bevin – to the Board of Regents of Murray State University on August 12, 2016, to fill the expired term of Harry Lee Waterfield II for a term ending June 30, 2022; and

WHEREAS, she has exemplified outstanding leadership on the Board of Regents as Chair of the Enrollment Management and Student Success Committee since her appointment to the Board; served as a member of the Athletics and Finance committees since 2019, Audit and Compliance Committee (2018-22), Academic Excellence and Scholarly Activities Committee (2016-19) and the Legislative and Economic Development Committee (2016-18) and served as Vice Chair of the Board for 2018-19; and

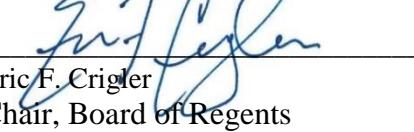
WHEREAS, Lisa G. Rudolph, a distinguished alumna, has been involved in many initiatives for the improvement and advancement of the University in its efforts to serve the educational and health care needs of the citizens of the Commonwealth; and

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

WHEREAS, Lisa G. Rudolph's service has often required the sacrifice of valuable time and the contribution of many hours of difficult work which she rendered selflessly, without reference to personal inconvenience, without a personal agenda and always for the public good;

NOW, THEREFORE, ON THIS 3rd DAY OF JUNE, TWO THOUSAND AND TWENTY-TWO, BE IT RESOLVED that we mark the milestone reverently with words Lisa G. Rudolph will hear again at the last milestone, "Well done, good and faithful servant."

AND BE IT FURTHER RESOLVED by the Murray State University Board of Regents that the recognition of the contribution and dedication of Lisa G. Rudolph be preserved in the Minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 3rd day of June 2022.



Eric F. Crigler
Chair, Board of Regents

Regent Rudolph received a round of applause and a standing ovation.

Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the Resolution of Appreciation for Lisa G. Rudolph. Regent Waldrop seconded and the motion carried unanimously.

Chair Crigler expressed congratulations to Regent Rudolph and appreciation for her service.

Resolution of Appreciation – Ian B. Puckett, approved

Chair Crigler read the following aloud:

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

IAN B. PUCKETT

WHEREAS, Ian B. Puckett was elected by the student body of Murray State University to serve as President of the Student Government Association and accordingly served as the student member of the Murray State University Board of Regents for the 2021-22 academic year; and

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

WHEREAS, Ian B. Puckett has demonstrated characteristics of a keen intellect, courage, common sense and independent thinking throughout his term on the Board of Regents; and

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

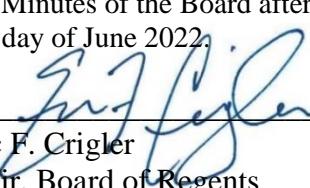
WHEREAS, the Student Government Association engaged in many activities throughout the tenure of His leadership which benefitted all students of Murray State University, including traditional and non-traditional students, as well as those students enrolled at the regional campuses; and

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

NOW, THEREFORE, BE IT RESOLVED that this Board of Regents, on behalf of the faculty, staff and students, extend to Ian B. Puckett sincere gratitude for outstanding service rendered to Murray State University and the Commonwealth of Kentucky.

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

BE IT FINALLY RESOLVED by the Murray State University Board of Regents that this recognition of the contributions and dedication of Ian B. Puckett be preserved in the Minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 3rd day of June 2022.


Eric F. Crigler
Chair, Board of Regents

Regent Puckett received a round of applause and a standing ovation.

Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the Resolution of Appreciation for Ian B. Puckett. Vice Chair Tharpe seconded and the motion carried unanimously.

Board Organizational Materials

2022-23 Election of Board of Regents Officers and Reaffirmation of Treasurer, elected and reaffirmed

Chair Crigler 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.

Procedural guidelines were outlined in that the Chair will declare nominations are in order and recognize each member for the purpose of making a nomination. Recognition of members shall be alphabetically and nominations require no second. Any member nominated for any office may withdraw his/her name from consideration. However, a member nominated will not be recognized for that purpose until all members have had an opportunity to make a nomination. If, after each member has had a roll call opportunity to make a nomination and only one name has been placed in nomination for that particular office, the Chair shall declare the person elected by unanimous consent. If more than one name is placed in nomination for any particular office, a vote shall be taken. Names shall be voted upon in the same manner in which the nomination occurred. The nominee first receiving an absolute majority shall be declared elected.

Chair Crigler declared that nominations are in order for Chair of the Board of Regents, beginning July 1, 2022, through June 30, 2023. The Secretary called the roll and Dr. Evans nominated Dr. Tharpe. All other members passed. There being only one nomination, Don Tharpe was unanimously elected Chair, according to the *Bylaws* of the Murray State University Board of Regents, effective July 1, 2022.

Chair Crigler congratulated Dr. Don Tharpe for being elected Chair of the Board of Regents. Dr. Tharpe received a round of applause.

Chair Crigler declared that nominations are in order for Vice Chair of the Board of Regents beginning July 1, 2022, through June 30, 2023. The Secretary called the roll and Dr. Evans nominated Leon Owens. All other members passed. Chair Crigler indicated there being only one nomination, Leon Owens is unanimously elected Vice Chair, according to the *Bylaws* of the Murray State University Board of Regents, effective July 1, 2022.

Chair Crigler congratulated Mr. Leon Owens on being elected Vice Chair of the Board of Regents. Mr. Owens received a round of applause.

Chair Crigler declared that nominations are in order for Secretary of the Board of Regents beginning July 1, 2022, through June 30, 2023. The Secretary called the roll and Dr. Evans nominated Jill Hunt. All other members passed. Chair Crigler indicated there being only one nomination, Jill Hunt is unanimously elected Secretary, according to the *Bylaws* of the Murray State University Board of Regents, effective July 1, 2022.

Ms. Hunt received a round of applause. Chair Crigler expressed to incoming Board Chair Tharpe and Vice Chair Owens that Ms. Hunt would become their best friend and will help keep them on track throughout the Board of Regents meetings and on other projects. He expressed appreciation to Ms. Hunt for her assistance to him personally over the past year.

Vice Chair Tharpe appreciates the trust his fellow Regents have placed in him to do this job and hopes he can be a credit to his race and serve in a capacity that will make everyone proud.

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

2022-23 Board of Regents Meeting Dates, selected

The Board of Regents set the following meeting dates for 2022-23:

- Annual Retreat – Thursday, September 8, 2022

- **Summer Quarterly Meeting – Friday, September 9, 2022**
- **Fall Quarterly Meeting – Friday, December 2, 2022**
- **Winter Quarterly Meeting – Friday, February 24, 2023**
- **Spring Quarterly Meeting – Friday, June 2, 2023**

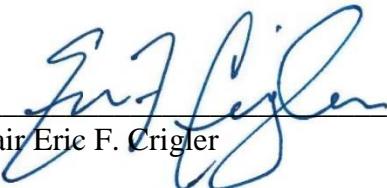
Supplemental Materials

President Jackson reported that supplemental materials were included in the eBoard book as follows: “Good News” Report (April 2022); Quarterly Branding, Marketing and Communication Report (January – March 2022) and Sponsored Programs – Grants and Contracts Report. The Litigation Status Report prepared by General Counsel Miller was provided in a separate, confidential eBoard book. These reports were provided for informational purposes only and required no Board action.

Other Business/Adjournment

President Jackson expressed appreciation to the Board for their work today. Chair Crigler indicated it has been a real pleasure to serve alongside each and every person at the table. It has also been an honor to serve as Chair of the Board of Regents over the past year. The work of everyone is appreciated.

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



Eric F. Crigler

Secretary Jill Hunt

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