

**Minutes of the Quarterly Meeting of the Board of Regents
Murray State University
March 11, 2022**

Call to Order/Roll Call

The Murray State University (MSU) Board of Regents met on Friday, March 11, 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: Sam Aguiar, 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

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| 1. <u>Call to Order</u> | Chair Crigler |
| 2. <u>Roll Call</u> | Secretary Hunt |
| 3. <u>Consent Agenda</u> | Chair Crigler/ President Jackson |
| A. Minutes of the Quarterly Meeting and Committee Meetings of the Board of Regents on December 3, 2021, and Minutes of the Special Meeting of the Board of Regents on January 7, 2022* | |
| B. Report of the Registrar (Winter 2021 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 | |
| 1) Personal Services Contracts – Schedule of Expenditures (For Information Only) | |
| E. Personnel Changes | |
| 1) Staff Leaves of Absence without Pay* | |
| 4. <u>Presentation of City-County Joint Resolution/University Proclamation Signing*</u> | Chair Crigler/ President Jackson |
| 5. <u>Resolution of Appreciation and Commendation*</u> | Chair Crigler/ Vice Chair Tharpe |
| 6. <u>Report of the Chair</u> | Chair Crigler |
| 7. <u>Report of the President</u> | President Jackson |
| 8. <u>Report of the Treasurer*</u> (Quarterly Financial and Investment Reports) | Vice President FAS Dudley |
| 9. <u>Board Development/Spotlight – School of Nursing and Health Professions (SONHP) Update (For Information Only)</u> | SONHP Dean Byers |
| 10. <u>Committee Reports/Recommendations</u> | |

- A. Academic Excellence and Scholarly Activities Regent Shemberger
1) Academic Affairs Overview (For Information Only)
2) Faculty Rank Change Report (For Information Only)

- B. Athletics Chair Crigler
1) Personnel Changes – Contracts of Employment Amendments – Assistant Coaches and Head Coach*
a. Assistant Women’s Basketball Coach – Monica Evens
b. Assistant Women’s Basketball Coach – Amber Guffey
c. Assistant Women’s Basketball Coach – Sarah Jones
d. Head Women’s Basketball Coach – Rechelle Turner
2) Resolutions of Appreciation and Recognition*

- C. Audit and Compliance Vice Chair Tharpe
1) Audit Engagement Letter*

- D. Buildings and Grounds Regent Fitch
1) Facilities Management Projects Update (For Information Only)
2) Murray State University 2022-2028 Six-Year Capital Plan Update and the Capital Budget Requests for the 2022-2024 State Biennial Budget*

- E. Enrollment Management and Student Success Regents Rudolph and Puckett
1) Retention and Enrollment Management Update (For Information Only)

12 noon (approx.) Break for Lunch

1 p.m. (approx.) Reconvene

- F. Finance Regent Owens
1) Housing and Dining Public-Private Partnership (P3) Authorization*
2) City of Murray Susan E. Bauernfeind Wellness Center Resolution*
3) Annual Lease Report*
4) Projects Approval*
5) Refinance/Restructure Existing Housing Debt*

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

- H. Marketing and Community Engagement Regent Waldrop
1) Gift-in-Kind – Thoroughbred Chestnut Gelding Quick Camanchee – Hutson School of Agriculture Equine Program*
2) Centennial Celebration Update (For Information Only)

NOTE: Full Board action will follow Committee action.

11. Staff Perspective Survey Report (For Information Only) Regent Evans

12. Personnel Changes President Jackson
A. Faculty Sabbatical Leaves and Faculty Leave of Absence without Pay*
B. Salary Roster*

13. Policy Changes President Jackson
A. New *Personnel Policies and Procedures Manual Section IV P – Paid Parental Leave Policy* and Resulting Changes to *Section IV C – Sick Leave Policy* and *Section IV M – Family and Medical Leave Policy* (second reading)*
B. *Personnel Policies and Procedures Manual Section IV J – Bereavement Leave Policy* (first reading)*

14. Supplemental Materials (For Information Only) President Jackson
A. 2020-21 Staff Perspective Survey Report
B. “Good News” Report (Winter 2022)

- C. **Quarterly Branding, Marketing and Communication Report (October – December 2021)**
- D. **Sponsored Programs – Grants and Contracts Report**

15. **Other Business** **Chair Crigler**

16. **Adjournment** **Chair Crigler**

(*Requires Board of Regents Action)

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 are denoted with an asterisk):

- Minutes*
 - Quarterly and Committee Meetings of the Board of Regents on December 3, 2021
 - Special Meeting of the Board of Regents on January 7, 2022
- Report of the Registrar (Winter 2021 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 February 11, 2022)*

| <u>Name</u> | <u>Department</u> | <u>Effective Date</u> |
|---------------------|-------------------------------------|-------------------------------------|
| Clara Bearsby | Teacher Education Services | 11/17/2021-11/19/2021 |
| Angela Claxton | Branding, Marketing & Comm | 09/29/2021 11/02/2021 |
| Valerie Ernstberger | University Counseling Services | 11/12/2021-11/16/2021 |
| Ruth Lawlor | Institute for International Studies | 10/29/2021 |
| Amanda Lawson | Human Resources | 02/21/2022-02/25/2022 |
| Ryan Page | Facilities Management | 11/17/2021-11/19/2021 11/22/2021 |
| Rebecca Smith | Accounting & Financial Services | 02/16/2022-04/29/2022 |
| Meaghan Teal | Center for Adult & Regional Ed | 11/17/2021-12/15/2021 |
| Charles Tidwell | Police Department | 11/22/2021-11/26/2021 |

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

Proclamation of City-County Joint Resolution/University Proclamation Signing, accepted

Chair Crigler expressed appreciation to guests Mayor Bob Rogers and Judge-Executive Kenny Imes for the city and county being such great partners with the University. Judge Imes reported that it has been a pleasure for the county to enjoy such a great working relationship with the city and Murray State and Mayor Rogers echoed that sentiment. The city and county have issued a joint Proclamation to recognize the 100th anniversary of Murray State University.

Mayor Rogers and Judge Imes read aloud the following Proclamation:

WHEREAS, on January 10, 1922, the Honorable Brigg H. Harris introduced Senate Bill 14, an act to provide for the establishment of two "normal schools" in Kentucky; and

WHEREAS, on March 8, 1922, Governor Edwin P. Morrow signed the bill authorizing one normal school in the eastern part of the state and one in the western part of the state; and

WHEREAS, Dr. Rainey T. Wells tirelessly led the effort to secure the normal school in Murray, Kentucky, by raising \$117,000 from 1,352 donors; and

WHEREAS, on September 17, 1922, the State Normal School Commission selected Murray as the site of the Murray State Normal School; and

WHEREAS, Murray State University currently has an enrollment of approximately 9,500 students and employs approximately 1,200 people; and

WHEREAS, Murray State University generates a \$500,000,000 economic impact annually for the Commonwealth of Kentucky; and

WHEREAS, the partnership and cooperation of the City of Murray, Calloway County and Murray State University remains strong to this day; and

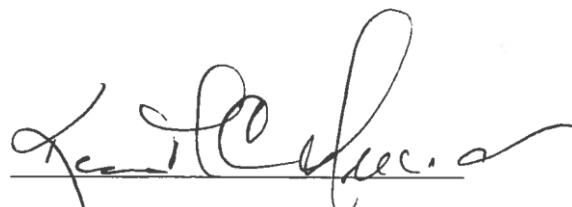
WHEREAS, Murray State University is consistently and universally recognized as one of the top universities in the country; and

WHEREAS, March 8, 2022, marks the 100th anniversary of Murray State University;

NOW, THEREFORE, I, Bob Rogers, Mayor of the City of Murray, and I, Kenneth C. Imes, Judge-Executive of Calloway County, do hereby proclaim the Week of March 8, 2022, as **MURRAY STATE UNIVERSITY CENTENNIAL CELEBRATION WEEK** within the City of Murray and Calloway County, Kentucky, and urge all citizens in our community to commend them for these achievements.

On this the 8th day of March 2022.


Bob Rogers, Mayor


Kenneth C. Imes, Judge Executive

Regent Shemberger moved that the Board of Regents accept the Proclamation as presented. Regent Fitch seconded. President Jackson expressed appreciation to Mayor Rogers and Judge Imes for all they have done for the city, county, region and state for many, many years. They work regularly with the University to provide assistance where needed and that collaboration is appreciated. Judge Imes reminded all that the city of Murray school system will be celebrating its 150th anniversary and Calloway County will be celebrating its 200th anniversary, in addition to Murray State celebrating its centennial. The motion carried unanimously.

Joint President and Board of Regents Chair Proclamation – Murray State University Centennial; Kentucky House of Representatives Citation of Achievement and Senate Resolution, accepted

President Jackson read aloud the following Proclamation on behalf of the Board of Regents:

PROCLAMATION

Murray State University Centennial

WHEREAS, on March 8, 1922, Governor Edwin P. Morrow signed Senate Bill 14, which established the Normal School Commission and created the Western State Normal School; and

WHEREAS, Judge Rainey T. Wells, a prominent Calloway County attorney and former state legislator, led a campaign committee, made up of Calloway countians James G. Glasgow, Robert

E. Broach, O.T. Hale, Nat Ryan, Thomas H. Stokes and Ben Grogan, in raising \$117,000 to assure the location of the new Normal School in Calloway County; and

WHEREAS, on September 17, 1922, the Normal School Commission officially selected the City of Murray as the site of the newly-minted Western State Normal School, which eventually became known as Murray State University; and

WHEREAS, Dr. John W. Carr, former Kentucky Department of Education State Supervisor, was unanimously elected by the State Board of Education on July 28, 1923, to serve as Murray State's first President, aided by founder Rainey T. Wells, who advanced to become the University's second President on May 1, 1926; and


WHEREAS, 100 years since this historic founding, Murray State University has grown to 150 academic programs, a campus of nearly 200 buildings on more than 1,700 acres and more than 75,000 alumni worldwide, with five regional campuses and an ongoing dedication to our 18-county service region, the Commonwealth of Kentucky and the multi-state region; and

NOW, THEREFORE, we, the Murray State University Board of Regents and the President of the University, do hereby proclaim our recognition of the Murray State centennial as a year-long celebration of the exceptional work and ensuing legacy of the many faculty, staff, students, administrators, Board members, alumni and supporters who collaboratively developed Murray State University into the premier nationally-ranked, student-centered academic institution that it is today.

In witness hereof, this 11th day of March 2022. Chair Crigler and President Jackson signed the Proclamation in official recognition of the centennial.



Eric F. Crigler – Chair
Board of Regents



Robert L. Jackson – President
Murray State University

President Jackson added that the state has recognized Murray State University and its centennial Celebration through a Citation of Achievement in the House of Representatives and the Senate has also passed a Resolution proclaiming the University's centennial. These recognitions are provided below so they are placed into the permanent records of the University.

The House of Representatives
Commonwealth of Kentucky

Citation of Achievement

*The House of Representatives of the Commonwealth of Kentucky
hereby recognizes and honors the students, faculty, staff and administration of
Murray State University*

during the 2022 Regular Session of the Kentucky General Assembly, upon the auspicious occasion of the university's Centennial Celebration, a notable milestone marking a century of distinguished service to citizens across the Commonwealth, throughout the country, and around the world. Initially established as Western State Normal School by Senate Bill 14, which was signed into law by Governor Edwin P. Morrow on March 8, 1922, MSU was later named as such by its founder, Dr. Rainey T. Wells, and its first president, Dr. John W. Carr, who worked together to create what they called "the finest place we know." Since that time, MSU has evolved from a small, rural school into a nationally recognized comprehensive university with nearly 150 academic programs, a campus of over 1,700 acres and nearly 200 buildings, students from fifty countries and nearly every state in the U.S., and more than 75,000 proud alumni worldwide. The university has become both a nationally and internationally recognized institution, known for its academic rigor and the personal, quality educational experience that every student receives upon enrolling. Inasmuch as Murray State University, with the dedication and hard work of its faculty, staff and administration, has continually demonstrated a profound commitment to providing its students with an education of the highest caliber and access to the opportunities made possible by higher learning, the members of this august body are deeply honored to join Representative Mary Beth Imes in offering sincere

commendation and gratitude to MSU as it celebrates this noteworthy milestone in its history and in extending best wishes as it continues to uphold the stellar tradition of excellence associated with this historic Kentucky institution.

Done in Frankfort, Kentucky, this eighth day of March, in the year two thousand twenty-two.


Speaker, House of Representatives


Member, House of Representatives



Senate

COMMONWEALTH OF KENTUCKY

2022 Regular Session
Senate Resolution No. 166
Wednesday, March 2, 2022

Senator Jason Howell introduced the following resolution which was co-sponsored by D. Carroll, R. Mills and W. Westerfield and ordered to be printed.

A Resolution honoring the centennial anniversary of Murray State University.

Whereas, on March 8, 1922, Senate Bill 14 was signed into law by Governor Edwin P. Morrow authorizing the establishment of two educational normal schools, including one in the western part of the Commonwealth; and

Whereas, on September 2, 1922, the city of Murray was chosen as the site of the western state normal school, which eventually became known as Murray State University, after the school's founder, Dr. Rainey T. Wells, a prominent Calloway County attorney and former member of the Kentucky General Assembly, led a spirited group of Calloway County citizens in raising \$117,000 to ensure that Murray would be the location of the new normal school; and

Whereas, after opening its doors to 202 students on September 24, 1923, Dr. Wells, along with the school's first president, Dr. John Wesley Carr, quickly worked together to make Murray State University "the finest place we know," as the university's alma mater can attest; and

Whereas, 100 years from its creation, Murray State University continues to educate students from across the Commonwealth and beyond and has become a nationally and internationally recognized institution known for its academic rigor and the personal, quality educational experience that every student receives upon enrolling; and

Whereas, over the course of 100 years, Murray State has evolved from a small, rural normal school to a comprehensive university with nearly 150 academic programs, a campus comprising nearly 200 buildings on over 1,700 acres, students from 50 countries and nearly every state, and more than 75,000 alumni worldwide; and

Whereas, Murray State University has become a major economic force within the Commonwealth, generating a \$500 million economic impact annually to the state;

Now, therefore, be it resolved by the Senate of the General Assembly of the Commonwealth of Kentucky: Section 1. The Senate hereby honors and celebrates the centennial anniversary of Murray State University and recognizes the proud legacy of important benefits and contributions Murray State has made to the Commonwealth throughout its rich history.

Regent Waldrop moved that the Board of Regents accept the Joint Proclamation by President Jackson and Chair Crigler just presented recognizing Murray State University's centennial, as well as the Citation of Achievement passed by the Kentucky House of Representatives and the Resolution passed by the Senate. Regent Gray seconded and the motion carried unanimously.

Resolution of Appreciation and Commendation, accepted

Chair Crigler expressed appreciation to Vice Chair Tharpe for his work on this Resolution and spearheading the recognition effort and read aloud the following:

MURRAY STATE UNIVERSITY BOARD OF REGENTS

RESOLUTION OF APPRECIATION AND COMMENDATION

**MURRAY STATE UNIVERSITY ADMINISTRATION, FACULTY,
STAFF AND STUDENTS**

WHEREAS, in light of the recent Resolutions, commendations and accolades bestowed upon Murray State University from entities within the University's constituency bodies and from the community, 18-county service region and the state Legislature, this Resolution of Appreciation and Commendation from the Board of Regents acknowledges the administration, faculty, staff and students of Murray State University for their efforts which resulted in the aforementioned recognitions; and

WHEREAS, in 2020 the COVID-19 pandemic began in the United States of America and the University faced unprecedented circumstances but has proven over the past two years the ability to ensure the health and safety of all constituencies; and

WHEREAS, throughout the pandemic the University administration, faculty, staff and students have responded in positive, thoughtful, purposeful and meaningful ways to each challenge faced during this unchartered time and disseminated invaluable information to campus in a timely manner as it was received from the Centers for Disease Control and other federal, state and local agencies to ensure the safety of all involved; and

WHEREAS, in December 2021 the worst natural disaster within the University's 18-county service region occurred and Murray State immediately stepped forward to assist in these efforts in crucial and invaluable ways, continuing to fulfill its intended mission in the area; and

WHEREAS, in respect to the catastrophic natural disaster the University pulled together as a team to house and feed more than 700 National Guard members, FEMA and first responders and members of state and federal agencies following the deadly tornado outbreak in Kentucky, Tennessee and surrounding areas; and

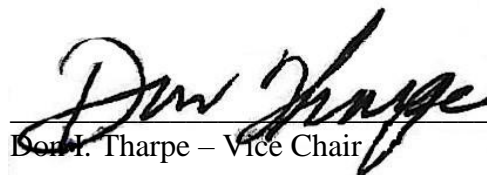
WHEREAS, in spite of the University experiencing technology issues caused by the storms, Murray State was able to disseminate information in a timely manner as well as designate five campus buildings to be utilized to accommodate the housing needs of the first responders working on scene in Mayfield, Kentucky, and other locations;

WHEREAS, the University transitioned the CFSB Center in order to provide provisions for all displaced individuals in the far western Kentucky region; encouraged faculty, staff, students, the administration and Murray community to donate to the Western Kentucky Tornado Relief Fund and the University's *Racers Give* fund to assist affected students – receiving philanthropy accolades for these efforts – and played a key role in the dissemination of information with regard to the natural disaster;

NOW, THEREFORE, ON THIS 11th DAY OF MARCH, TWO THOUSAND AND TWENTY-TWO, BE IT RESOLVED that the Board of Regents recognizes the hard work of the administration, faculty, staff and students of Murray State University and expresses their deep appreciation and esteem for the dedicated service provided by the University Community and for the leadership and direction provided during these historic events and continuing through present day;

AND BE IT FURTHER RESOLVED by the Murray State University Board of Regents that this Resolution of Appreciation and Commendation which recognizes the contributions of the administration, faculty, staff and students of Murray State University, will be preserved in the Minutes of this Board and a framed copy will be provided to Murray State University's 14th President Dr. Robert L (Bob) Jackson.


Eric F. Crigler – Chair


Don M. Tharpe – Vice Chair

Regent Owens moved that the Board of Regents accept the Resolution of Appreciation and Commendation as presented. Regent Evans seconded.

Vice Chair Tharpe indicated that in developing this Resolution he wanted to acknowledge there is a great deal of work undertaken by many individuals on the Murray State campus that often goes unrecognized. Many are dedicating untold hours to this University without extra compensation. It is of particular importance that the University stepped up when needed for the 18-county service region and the least the Board can do is show its appreciation for all this hard work. The Board received a round of applause.

President Jackson expressed appreciation on behalf of the administration to all faculty, staff, students, alumni and impacted individuals who stepped up during these challenging times. Many individuals have been on campus 24/7 not just during the recent crisis but for over the past two years as the University navigated the pandemic. Faculty and staff responded well and he is especially grateful to the students who responded positively during a very difficult time in the history of this institution.

As Faculty Regent, Dr. Shemberger expressed appreciation for this recognition. Everyone has a story as to what has transpired over the past two years and faculty will share that they have learned new skills in pivoting to online learning and have been taking into consideration the mental stresses students are facing. Many times, faculty placed student needs above their own and even traveled to their home communities. How to ensure students continued to receive the instruction they need, as well as other needs they may have, was first on everyone's mind. She very much appreciates the faculty being recognized in this way.

Regent Puckett also expressed appreciation for the recognition and indicated it means a lot to the student body. Students are deeply appreciative to the faculty and staff and this great University. Regent Evans added that staff members have also adjusted in every way possible to ensure students had what they needed and this recognition is very much appreciated.

Chair Crigler indicated that times of trial can often bring out the best or the worst in people and the University – faculty, staff, students, administrators and the community – have all stepped up to the challenge to work together to accomplish what was needed. The Board is very much appreciative of the efforts of all constituents in this regard.

The motion carried unanimously.

Report of the Chair, received

Chair Crigler reported that there are exciting initiatives on the horizon for Murray State. The University has a great deal of momentum moving forward and that may not necessarily be apparent to those outside of Murray State, especially during these stressful times. The University moved toward a more normal environment recently and the steps that have been taken are positive. The Board will receive an exciting legislative report, especially in terms of the University's top capital project as a result of support from the state. The University's housing stock needs a refresh in order to remain competitive with peer institutions and a plan to move forward in this effort will be shared with the Board. The University is also looking for ways to examine programs and is acquiring tools to help the administration better allocate scarce resources in order to be good financial stewards and also provide students with the education and resource needed to find jobs or further their studies in various graduate programs. Discussion will also occur regarding enrollment during these unique times and how the administration plans to continue to move that effort forward. All are here to recruit, retain, educate and graduate students and keep in touch with alumni. There is a great deal about which this Board should be excited.

Report of the President, received

President Jackson reported the following:

- As has been noted, this year marks the University's centennial. A new centennial website has been developed and there are many upcoming events and activities and a report will be provided in this regard. A centennial book is being finalized that provides a 100-year history of Murray State University. Appreciation was expressed to Dr. Jeff McLaughlin, Assistant Professor, University Libraries and Director of Special Collections and Exhibits and Sarah Marie Owens, Library Specialist

as fellow authors; Centennial Committee Co-Chairs Cris Ferguson, Interim Dean of University Libraries and Mr. Smith and the entire book committee composed of faculty, staff and students. Appreciation was expressed to Ms. Hunt who played a key role in this process, as well as Cami Duffy, Executive Director of Institutional Diversity, Equity and Access and Title IX Coordinator; Mr. Touney; Carrie McGinnis, Director of Alumni Relations and others. Mr. Touney and Mrs. McGinnis will provide an update on efforts to “centennialize” campus, including specially-designed banners.

- Appreciation was expressed to the city and county for being such great partners to this University. Their support is appreciated in every respect and a report will be provided on an initiative with the city to help the University with a bond issue with many years ago.
- MSU has followed Centers for Disease Control guidance to the letter during the pandemic and will continue to do so, along with state and local guidance. All locations on campus are mask optional but individuals are free to wear a mask as they deem best. Faculty, staff and students who want to wear a mask are encouraged to do so as efforts continue to exit the last two years of the pandemic. Vaccination clinics continue to be offered on campus and testing options remain and this will be the case through the end of the semester because the vaccine is the best tool available at this time. The Racer Restart website devoted to providing information regarding resources available on campus was developed at the beginning of the pandemic and is updated as guidance changes. A Coronavirus Work Group was also formed in February 2020 and its work continues today. Appreciation was expressed to all who have been involved in this process from the very beginning, especially the Vice Presidents.
- An extensive report on legislative matters will be provided but one key highlight is that the proposed state budget would be the most positive one for higher education in 25 years. Constitutionally, April 15, 2022, will be the last day of the Legislative Session. Appreciation was expressed to Representative Richard Heath who introduced a Resolution on the House floor recognizing Murray State’s work in regard to the storms that impacted the area in December 2021. Majority Floor Leader Steven Rudy, an MSU alumnus, has been of great assistance to the University for some time. Many visits have occurred since the beginning of January 2022. Appreciation was expressed to Mr. Smith for his good work in this regard. All are also pleased with support being received from the west Kentucky delegation and House and Senate leadership for a new School of Nursing and Health Professions building on the Murray State campus.
- Many regional visits have also taken place and provided an opportunity to meet with prospective students, alumni, friends and donors who live in these communities. All appreciate these communities extending open arms to Murray State.
- A Spotlight report will be provided by Dean Dina Byers, School of Nursing and Health Professions. All learned the true importance of nursing and health professions as a result of the pandemic. There are estimated to be 30,000 nursing openings in the next five years in Kentucky and all universities in the Commonwealth have a responsibility to work on filling needs in this regard in the weeks and months to come.
- Appreciation was expressed to Vice President Dudley; Jason Youngblood, Director of Facilities Management, and his entire team for work that is ongoing on campus as the projects underway to enhance teaching and learning are numerous. A report will also be provided on public-private partnerships (P3) by Vice President Dudley, Brailsford and Dunlavey and a P3 consultant. Three firms that could successfully undertake P3 work on campus have been identified and the Board will be asked to grant authority to the administration to negotiate with these entities to narrow down the best partner for the University.
- Provost Todd will provide an update with regard to academics and programs. Appreciation was expressed to faculty, staff and students for initiatives which are underway in this regard.
- An extensive report will be provided by Vice President Robertson and his team relative to Enrollment Management and Student Success initiatives. It is early in this process and all continue to work feverishly in regard to Fall Semester 2022 enrollment, including first-time freshmen numbers. A report on graduate enrollment and retention initiatives will also be provided. Photos from Admitted Student Weekend were shown.
- A detailed report will be provided in regard to athletics but appreciation was expressed to Director of Athletics Kevin Saal, his team and student-athletes. Athletics represents the front porch of the University. From November 1, 2021, to March 1, 2022, the Men’s Basketball program has generated \$325 million in free earned media coverage for the University which is important from a recruitment and retention standpoint. Taking care of over 350 student-athletes who are on campus is also crucial to the work of the University.
- Regent Evans will provide a report on the results of the Staff Perspective Survey from 2021.
- The Board will also be asked to consider needed policy changes. The *Work-Life Balance Task Force* was formed a number of years ago and their work has amounted to a policy change relative to Family Leave. Appreciation was expressed to Human Resources and all involved in this benefit review. Necessary updates to the Funeral and Bereavement Leave Policy are also being submitted to the Board for consideration.
- This year marked the 20th anniversary of Posters-at-the-Capitol and 100 students, faculty and staff participated, including Regent Shemberger and Provost Todd. Dr. Aaron Thompson, Council on Postsecondary Education President, also attended and was very supportive of the event, along with many legislators. Posters-at-the-Capitol allows students to display the research they have conducted

with Faculty Mentors. Murray State University has managed and planned this program since its inception and it is open to all colleges and universities in the Commonwealth.

- During the basketball season, the University hosted international students in the President's Box, among others. The President's Box is utilized during the basketball season and during other events to entertain alumni, donors, friends of the University and faculty, staff and students.
- A number of events were held on campus in observance of Black History Month in February and appreciation was expressed to all involved under the leadership of Vice President Robertson. Appreciation was expressed to Vice Chair Tharpe and Regent Owens for their participation in many of the events that were offered.

Vice Chair Tharpe expressed appreciation to President Jackson for his emphasis on regional meetings especially in light of the fact that enrollment is 72 percent of the University's budget. President Jackson confirmed that all Murray State constituents are recruiters for this University that has a responsibility and duty to the region. Many of these communities are counting on the University for support and help.

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:

- The detailed financial statements for the University were provided in the eBoard book, along with a dashboard summary, and includes revenues and expenditures through December.
- Cash is trending upward and the majority of the increase is from Coronavirus Aid, Relief and Economic Security (CARES) money received from the federal government. This funding is built into the budget and will be expended throughout the year. By the end of the year the balance will be expended and the financial statements will reflect a more level cash flow.
- Accounts receivable balances have been challenging due to COVID. CARES funding has helped tremendously in this regard with students being able to cover some of their balances. Some of the University's institutional share of CARES funding has also been applied to student accounts to cover balances and allow them to move forward in the academic process.
- Working capital is down slightly and represents the University's inventories. When receivables go down, working capital also decreases.
- Net position is up substantially. At the end of the fiscal year at June 30, 2021, the University had to make a large pension adjustment – which is the case in recent years. That pension adjustment created a reduction of expenditures as liability went down for the pension systems but that is just now being reflected and this does not represent a windfall.
- Total revenues and expenditures are flat with the prior two years. The Education and General Fund and Auxiliaries balances are where they are expected to be at this point during the year and have not fluctuated significantly from prior years.
- In regard to the balance sheet, the University's net position is up by \$52 million. This is reflective of net position being inflated due to year-end pension adjustments. In regard to the income statement, there has been an overall change in net position that is negative. This is related to a timing difference and \$3.5 million of capital money received from Sodexo. Those funds were provided to the University at the end of a quarter but were not deferred at that time. The decrease is only related to this timing difference.
- Data was provided on the tuition prediction for this year. Based on projections which have been made relative to enrollment, credit hours and student mix, it is anticipated tuition will be down by close to \$5 million relative to budget. This is due to the student mix. Each year scholarships, regional discounts and academic achievement awards are provided but what will actually be utilized is not known until school starts. There is to some degree an over award as part of this process. This year the mix changed and scholarships are higher, meaning the University awarded more than what was budgeted but this is positive. The \$2 million budget contingency will be utilized to offset this difference and the remainder will be absorbed throughout the year. The overall impact as of June 30, 2022, is expected to be insignificant. Confirmation was provided that there is a model utilized to predict student mix but it is fairly granular. Consideration has been given to adjusting this prediction moving forward. Many of the awards made this year will have to continue to be honored as students earn them and adjustments will be made accordingly to the 2023 budget.
- President Jackson mentioned the budget moving forward for 2023 and what funding for pension adjustments may be provided by the Legislature. No funds received as part of this process will affect the budget for this year. CARES funding has ended which will impact the budget. There are still CARES funds to be drawn by May 15, 2022, and this is true for student grant dollars and the

institutional share. Next year the budget will have to be adjusted to account for no additional CARES funding but preparations are underway in this regard.

- Confirmation was provided that all university Presidents in Kentucky agreed to participate in the Higher Education Matters campaign. This represents a statewide campaign to enhance Pell Grant fulfillment, which has been dropping in many states over the past several years, in order to promote higher education. Murray State's proportional share of this funding obligation is reflected in the budget.

Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, accept the quarterly unaudited Financial and Investment Reports for the period of July 1, 2021, through December 31, 2021, as presented. Vice Chair Tharpe seconded and the motion carried unanimously.

(See Attachment #2)

Board Development/Spotlight – School of Nursing and Health Professions Update

Dean Byers reported the following:

- The School of Nursing and Health Professions (SONHP) includes the Purchase Area Health Education Center, under Director Missy Stokes; Assistant Dean of SONHP Amelia Dodd and seven Program Directors. The newest program is Respiratory Therapy. Tina Siddens serves as Director of that program and also as the Program Director for Respiratory Therapy at Madisonville Community College. Madisonville and Murray State entered into a partnership where the University would serve as the completion program for Respiratory Therapists. Students complete a base program or earn certification from Madisonville Community College and then transfer to Murray State. This arrangement also presents a unique opportunity with regard to accreditation. A site visit will occur in May where it is expected that the accrediting agency will accredit both a community college and a baccalaureate degree program at the same time.
- The mission of the School of Nursing and Health Professions is to provide a quality education to both graduate and undergraduate students in a supportive learning environment. The SONHP is focused on improving the health of individuals in not only the 18-county service region but beyond. Educating students impacts not only individuals but their families and communities. All students complete some type of experiential learning through field work in clinical settings as part of their curriculum in the SONHP. Like all units across campus, the SONHP is focused on recruiting, retaining, educating and graduating students.
- Recruitment and retention activities are important to all university constituencies and efforts have greatly increased in this regard in the SONHP. The website and access to information has been improved and the SONHP's media presence has been increased. As a result, there has been a significant increase in traffic, responses and followers over prior year. A SONHP monthly newsletter has also been implemented and is distributed to key stakeholders, students and faculty to highlight what is occurring within the School of Nursing and Health Professions. SONHP has participated in recruitment campaigns and many faculty members are Road Scholars participants. Recruitment packets are also sent to Guidance Counselors to provide additional information about Murray State programs and the response has been positive.
- Since July 1, 2021, over 100 prospective student visits have occurred and this data is now being tracked. A SONHP recruitment calendar has been developed as well to track site visits. Nursing faculty have always participated in walk-in hours. For two hours each week SONHP faculty also dedicate time to meeting with students and families while they are visiting campus.
- Professor Dana Todd has dedicated efforts toward recruitment for the Registered Nurse to Bachelor of Science in Nursing program. Dean Byers has also visited with the graduating classes in each community college in the region. All faculty have participated in local school career fairs to distribute additional information to high school juniors and seniors. A podcast with Nutrition faculty has been implemented and more virtual Open Houses are anticipated.
- In fall 2021, SONHP enrollment was down with 820 students enrolled in the program. Many of the SONHP degree programs have a second admission criteria where students complete prerequisite courses and must earn a certain grade point average (GPA) in order to be admitted. The Kentucky Board of Nursing and accrediting agencies have further limited Murray State's admission into these programs to 40 students per semester. Legislation is currently being considered that will eliminate some of these barriers to admission into nursing programs. A breakdown by program of enrollment numbers was provided. It was indicated that the Kentucky Board of Nursing also limits the faculty-to-student ratio to eight students to one faculty member in a clinical setting and this presents its own challenges.
- The SONHP in 2020 and 2021 had 266 graduates and data was provided broken down by degree program.
- Alumni data presented for Bachelor of Science degrees reveals that the programs have students from all 50 states, in Puerto Rico and many graduates overseas and in Canada. By region, the majority of SONHP graduates are in Kentucky and Tennessee, comprising the largest percentage of total alumni.

- Photos were shown of local school activities involving Murray State students. Appreciation was expressed to all faculty and students who helped with these initiatives.
- SONHP certification rates over the past year have been significant. For 2021, Doctor of Nursing Practice Nurse Anesthesia and Family Nurse Practitioner students achieved a 100 percent certification rate. The Bachelor of Science in Nursing cohort also achieved a 100 percent NCLEX pass rate and all are proud of this accolade, especially during a pandemic. In addition, the Nutrition and Dietetics program received a 100 percent pass rate and students were employed within 12 months of graduation. The Exercise Science program prepares students in both Exercise Physiology and pre-health professions. Many of these students pursue graduate school for Occupational Therapy, Physical Therapy and other programs. This program had a 100 percent placement rate in terms of either employment or graduate school attendance and of the 19 students pursuing higher degrees, seven were admitted into Occupational Therapy programs. The second cohort of the Occupational Therapy program had a 100 percent pass rate and all are employed.
- Improvements are being made to the SONHP facility, including renovations to the Mason Hall Auditorium – the largest classroom space – and significantly enhanced technology. Appreciation was expressed to Facilities Management and Information Technology staff for making this happen. Renovations have also been undertaken in the Oakley Applied Science Building where additional SONHP classes are held.
- Faculty have been extremely busy and four were recently promoted to Associate Professor, one was promoted to Assistant Professor, two completed doctoral degrees and since July 1, SONHP faculty have made over 33 presentations or had their work published.
- The SONHP is very thankful to donors. Over \$70,000 in giving has allowed for new endowed scholarships to be created and the school has received over \$1 million to fund a Simulation Center and also to support the Exercise Science program on the *Paducah Regional Campus*.
- A Press Release highlighting the Community Vitality website was distributed this week featuring Dr. Jessica Naber, SONHP Associate Professor, and her team. Many faculty members were involved with service throughout the community and highlights in this regard were provided.
- The SONHP needs a new facility in order to be able to keep pace with teaching and learning practices. This will help the program continue to grow and facilitate increased interactions. Being able to provide these opportunities is important for the community and the region. The workforce environment is constantly changing and the University must be ready to prepare students in this regard. It is also anticipated that new program offerings will be incorporated into the potential new facility which will bring all programs under the same roof and allow the units to work as an interdisciplinary team.
- Appreciation was expressed to the Board and the MSU administration of their continued support of SONHP programs and students. Appreciation was also expressed to SONHP faculty and students for their willingness to work together to meet the needs of the community and region.
- Confirmation was provided that students currently have to travel in order to secure the clinical experiences they need to be successful. A direct admit program has also been implemented over the past year if high school students meet prerequisite requirements and efforts are underway to determine how to provide the science instruction and skills needed for high school students to be successful in Nursing programs. Confirmation was provided that preceptor arrangements are considered as part of the process.

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

Committee Reports/Recommendations

Academic Excellence and Scholarly Activities Committee

Melony Shemberger – Chair
 Sam Aguiar
 Virginia Gray
 Leon Owens
 Ian Puckett

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

Academic Affairs Overview, received

Provost Todd reported that the Ribbon Cutting for the Simulation Center at Murray-Calloway County Hospital was held yesterday and Dean Byers and her staff have done an excellent job with the \$1 million grant that was received.

Provost Todd and Associate Provost Bob Pervine reported the following:

- The Deans and Chairs do a great job of monitoring the associated aspects of academic program review. Faculty also do a tremendous job addressing needs when resources have to pivot. Since 2017, the University has suspended or closed 33 programs which include majors, minors and certificates and specific examples were provided. Enrollment growth or decline is monitored in all academic programs and decisions are made based on that data.
- An ongoing program review is being undertaken at all levels. Brett Shather, Interim Director of Institutional Effectiveness, has provided data on student demand, enrollment, employment prospects, etc. Programs are then examined on these parameters to determine how they are performing. Review of low-enrollment courses is being undertaken and decisions will be based on trend analysis. This past academic year, 35 new undergraduate programs have been created, as well as 11 new graduate programs. Faculty, Chairs and Deans are constantly reviewing program offerings in order to best address the needs of students and to reflect current best practices. This also represents a key component of the state's Performance Funding Model.
- Recent planned program additions, as well as new certificates and other credentials, and associated highlights were outlined for each of the colleges and schools. This work includes rebranding and reallocation of resources. New strategic marketing initiatives were also outlined relative to specific programs.
- An update on the Strategic Plan – with an associated scorecard – was included in the materials presented to the Board. Appreciation was expressed to Dr. Fister and Mr. Shather for their work in regard to predictive and general analytics.
- Dr. Fister reported that work with regard to academic excellence continues in order to address two areas. The University's retention rate last year was 79 percent (includes associate degree-seeking students). With regard to student success, yield communications have increased greatly over the last two years relative to first-time freshmen, graduate and transfer students and this work involves many units across campus. Of the 26 initiatives reviewed, 15 have been accomplished and those remaining represent goals. Many initiatives are also in place relative to the Performance Funding Model.
- The new CPE Strategic Plan is currently being formulated. All Kentucky universities have been asked to merge their strategic plans with that of the statewide CPE Strategic Plan once finalized. In terms of how high-need degree areas are determined, Dr. Fister reported that the CPE has provided some definition in this regard but it is largely regional in nature. Confirmation was provided that a template has been developed for each department depicting careers and anticipated starting salary levels and placement rates. This information is shared as part of the overall recruitment process. Chair Crigler indicated he would be interested in reviewing this data.

Interim Assistant Provost and Director of Online Programs Ashley Ireland reported on an initiative resulting from the work of the *President's Commission on Academic Advising*. Ms. Ireland and Peggy Whaley, Director of Student Engagement and Success, have spearheaded efforts in this regard. How advising currently occurs has been evaluated and opportunities for growth in this area were considered in order to provide a formal recommendation within the next few weeks. The work of the *Commission* included student input, as well as that from faculty and staff advisors. The work has very much involved collaboration between Academic and Student Affairs offices. Confirmation was provided that any recommendation will be shared with the various constituency bodies.

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

Faculty Rank Change Report, received

Dr. Todd reported that historically faculty members holding the rank of Instructor may be recommended for appointment to the rank of Senior Instructor after demonstrating distinguished performance over time (usually a minimum of seven to eight years). The following faculty members have been recommended for appointment to Senior Instructor:

- Martin Kane – Department of Global Languages and Theatre Arts
- Cynthia Kraemer – Department of Mathematics and Statistics
- Jason McKendree – Department of Mathematics and Statistics

Regent Shemberger reported that the work of Instructors and Senior Instructors is important because it provides the strong foundational instruction that allows faculty in tenure-track lines to be more in-depth with instruction as students advance through the curriculum. These Instructors also play an important role in terms of research as part over the overall academic portfolio.

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

Adjournment

The Academic Excellence and Scholarly Activities Committee adjourned at 10:25 a.m.

The Quarterly Board of Regents meeting and Committee meetings adjourned for a break at 10:25 a.m.

Reconvene

The Quarterly Board of Regents meeting and Committee meetings reconvened at 10:40 a.m.

Audit and Compliance Committee

Don Tharpe – Chair
Sam Aguiar
Eric Crigler
Jessica Evans
Lisa Rudolph

Vice Chair Tharpe called the Audit and Compliance Committee to order at 10:40 a.m. and reported all other members were present.

Audit Engagement Letter, approved

Vice President Dudley reported that at its February 24, 2017, meeting, the Board of Regents approved the issuance of a contract to Dean Dorton Allen Ford, PLLC (Dean Dorton) for the performance of the University's financial and compliance audits for the fiscal year ending June 30, 2017. At its meeting on December 3, 2021, the Board of Regents approved the extension of the auditing services contract for the 2021-22 fiscal year. The cost for the 2021-22 contract, which is the second year of the extension of the contract, is \$132,750 which includes up to four program audits. The Engagement Letter provided outlines the scope of work and parameters of the audit by Dean Dorton and Board approval is required before the process begins.

On behalf of the Audit and Compliance Committee, Regent Rudolph moved that the Board of Regents, upon the recommendation of the President of the University, approve the Engagement Letter for the June 30, 2022, audit by Dean Dorton as submitted. Regent Aguiar seconded and the motion carried.

Full Board Action – Audit Engagement Letter, approved

On behalf of the Audit and Compliance Committee, Vice Chair Tharpe moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached Engagement Letter for the June 30, 2022, audit by Dean Dorton. Regent Owens seconded and the roll was called with the following voting: Mr. Aguiar, yes; 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 #3)

Vice Chair Tharpe expressed appreciation to Vice President Dudley for her work relative to the University's audit. He has personally visited Dean Dorton offices and they perform audits for other universities. They know Murray State University well, know the questions to ask and have relayed to him that the Board is in good hands with Vice President Dudley and her staff.

Adjournment

The Audit and Compliance Committee adjourned at 10:50 a.m.

Buildings and Grounds Committee

Robbie Fitch – Chair

Jessica Evans

Leon Owens

Don Tharpe

Tom Waldrop

Regent Fitch called the Buildings and Grounds Committee to order at 10:50 a.m. and reported all other members were present.

Facilities Management Projects Update, received

Angela Lampe, Associate Director of Facilities Design and Construction, reported the following with regard to current facilities projects:

- The Wells Hall window replacement project is proceeding nicely and is 85 percent complete. There is a total of 265 windows in this building and 220 new windows have been installed. It is projected that the project will conclude in April/early May.
- The Wilson Hall window replacement project is 70 percent complete. There is a total of 88 windows in this building and 61 new windows have been installed. It is projected that the project will conclude in April/early May.
- Appreciation was expressed to the Project Managers and Building Coordinators for both Wells and Wilson halls as this work required a great deal of coordination with the building occupants and contractors. Confirmation was provided that both projects were delayed due to the windows not arriving on campus as originally projected.
- The project to replace the middle section (largest portion) of the roof on the William “Bill” Cherry Expo Center was awarded to Swift Roofing and preparation work is underway. Materials are expected to arrive in three to four weeks which is ahead of schedule.
- The Chestnut Street bridge project should begin in the summer. It is hoped the project will be put out for bid in early April.
- The Woods Park Committee met in early February and all seemed pleased with the Master Plan that has been developed for this area of campus. A dual water fountain for both people and dogs has been added as part of the plan for Woods Park based on input received. It is hoped that work on the National Panhellenic Council Plaza will take place simultaneously over the summer with the Woods Park development. Woods Park will most likely represent a phased approach to work which must be undertaken. There are some funds remaining from the razing of Woods Hall which will help cover much of the cost for this project but there are also donor opportunities with regard to this project.
- New exterior lighting upgrades have been made along Gilbert Graves Drive in the Stewart Stadium and roundabout areas to enhance lighting and eliminate dark spots. The next priority for lighting upgrades will be between the Science Complex and Alexander Hall. These projects are being funded from investment dollars received from SSC over a five-year period.
- The \$12.2 million bond projects were outlined. These include the Curris Center where design work is well underway and staff met with consultants yesterday. It is hoped this project will be put out for bid around May 12. Work in this facility will also represent a phased approach due to the need for the building to remain open throughout the summer. Renderings for the Curris Center were provided and outlined. These designs were presented to the Student Government Association in February and students seemed excited about what is being planned. Renderings were also presented in the Starbucks lounge for students and others to see. Confirmation was provided that it is mainly the public spaces that will be renovated in the Curris Center, including the restrooms. Confirmation was provided that work will be undertaken on every level and floor replacement is being planned throughout this facility. The Bookstore, offices and the dining locations will not change as part of this project. The benefits of the eSports program were outlined highlighting the need for a high-visibility space in the Curris Center for this growing program.
- Phase II renovations are underway in Lovett Auditorium relative to windows and HVAC. A significant portion of this work is anticipated to be completed by May. The install date for the seating in Lovett is on hold to ensure structural work is completed. The current plan is to install the seating in April or May. Confirmation was provided that the seating has arrived on campus and sponsorship opportunities are still available. There are long lead times on the windows and doors but it is hoped they will arrive in July/August. Arrival of the windows and doors will not affect the opening of the facility in June or July, although work will continue even after the building is reopened.
- The design process is still underway for John W. Carr Hall and Racer Arena. The plan is currently to put this project out for bid around May 10 and no project completion date is available at this time due to long lead times for generators, boilers and other equipment. The work in these two facilities is being coordinated so these projects can be undertaken at the same time. Phase II of HVAC work in Waterfield Library will be put out for bid around April 22. The University is waiting until Lovett Auditorium is open before beginning renovations in the Wrather Museum auditorium.

- Estimates provided in the University's Six-Year Capital Plan for state-funded projects were presented. Projects include the new nursing building, Applied Science renovations (ADA access and HVAC and electrical systems), Mason Hall renovations (generator, elevator and chiller/boiler/HVAC systems) and capital renewal/asset preservation projects. President Jackson added that Oakley Applied Science building is currently the home of the Hutson School of Agriculture which has continued to grow. The vision for the future is to make the Applied Science building (13,000 square feet) the full and complete home of the Hutson School of Agriculture. There are currently nursing or health-related programs in the facility and those would be moved to the new nursing building if funding is approved for that project.
- Information was provided on additional general asset preservation projects that are planned such as electrical utility infrastructure and steam line repairs, chillers and chilled water loop, centralized building automation systems, electrical system upgrades, fire alarm/sprinkler systems, structural repairs, building envelope upgrades, etc.
- Multiple projects need to be addressed in Stewart Stadium. These include structural repairs and electrical equipment upgrades. A project will begin soon to address the groundwater control issue with one of the rooms on the lower level of the stadium as this has represented an ongoing issue.

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

Vice Chair Tharpe expressed appreciation to Vice President Dudley for work being undertaken to address asset preservation needs on campus. Regent Puckett also expressed appreciation for the work being undertaken, especially with regard to ADA issues as that is a major concern cited by students.

Murray State University 2022-2028 Six-Year Capital Plan Update and the Capital Budget Requests for the 2022-2024 State Biennial Budget, approved

Regent Fitch reported that the *2022-2028 Six-Year Capital Plan* was submitted to the Board of Regents for approval on June 4, 2021. However, as additional information was learned about state Fiscal Year 2021 revenues and possible funding opportunities for the 2022-2024 biennium, some changes were made to the Plan on November 1, 2021. The most substantive revision was the addition of a construction request of \$45,500,000 for a new building that would allow for the expansion and enhancement of the School of Nursing and Health Professions. The University requested this as its first priority in the 2024-2026 biennium and this was the only new construction project in the Plan. This new item was moved to the 2022-2024 biennium in House Bill 1 that has now been submitted to the Senate for committee review. This change to the 2022-2024 biennial Capital Plan was noted in the document provided to the Board.

In addition, several requested projects from the General Fund were moved up to the 2022-2024 biennium from future biennia in hopes of receiving an asset preservation pool allocation to address many of these needs. The first of these projects is renovation of the Applied Science Building for the Hutson School of Agriculture that will include enhancements to existing spaces for current and new program expansion, addressing ADA issues, building infrastructure maintenance/replacement and the relocation of Nursing and Health Professions classrooms/offices to Mason Hall or the potential new Nursing and Health Professions building.

The next existing building priority is hoped to be the renovation of Mason Hall for the School of Nursing and Health Professions and will include enhancements to existing spaces for current and new program expansion, building infrastructure maintenance/replacement and accommodating the transfer of programming space from the Applied Science Building.

All three of these changes to the Plan address priorities within the Commonwealth. Other changes were noted on the schedule provided.

The Plan is separated by source of requested funding: General Fund, Non-general Fund and Agency Bond Fund. The items in the 2022-2028 section of the Six-Year Capital Plan will constitute the University's Biennial Capital Budget Request for 2022-2024.

On behalf of the Buildings and Grounds Committee, Regent Evans moved that the Board of Regents, upon the recommendation of the President of the University, approve the *2022-2028 Six-Year Capital Plan* update and the Capital Budget Requests for the 2022-2024 State Biennial Budget as presented. Regent Owens seconded and the motion carried.

Full Board Action – Murray State University 2022-2028 Six-Year Capital Plan Update and the Capital Budget Requests for the 2022-2024 State Biennial Budget, approved

On behalf of the Buildings and Grounds Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the *2022-2028 Six-Year Capital Plan* update and the Capital Budget Requests for the 2022-2024 State Biennial Budget. Regent Shemberger seconded and the roll was called with the following voting: Mr. Aguiar, yes; 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 #4 and #5)

Adjournment

The Buildings and Grounds Committee adjourned at 11:15 a.m.

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 11:15 a.m. and reported all other members were present.

Retention and Enrollment Management Update, received

Regent Rudolph reported that the Board will be provided with updates on retention and recapture initiatives in the Center for Student Engagement and Success; Office of Multicultural Initiatives, Student Leadership and Inclusive Excellence (with an emphasis on retention) and Fall Semester 2022 preliminary enrollment comparisons. Presenting will be Dr. Robertson; Dr. SG Carthell, Executive Director, Office of Multicultural Initiatives, Student Leadership and Inclusive Excellence and Director of the Dr. Marvin D. Mills, Sr. Multicultural Center; Dr. Fister and Mrs. Whaley.

Dr. Robertson reported that the past two years have been difficult with regard to retention due to the pandemic and student mental health issues that have affected higher education nationwide. Retention has been negatively affected by the pandemic but the percentage decline for Murray State is less than the national average.

Mrs. Whaley highlighted the following key initiatives being undertaken with regard to retention:

- The University's retention rate is lower than it has been in the past due to the change in admission standards and COVID-related issues. The fall 2021 to spring 2022 persistence rate for first-time, full-time freshmen is 92 percent which matches the highest rate in the last ten years for the University.
- The Other Freshmen category includes those students who began in a prior semester but have not obtained sophomore status. Although Murray State's persistence rate has declined, it is among the highest relative to other public universities in the Commonwealth.
- Every semester the University conducts the Recapture Campaign and associated aspects of that initiative were outlined. This work involves the collaboration of many across campus and the results have been positive.
- The Racers Empower: Healthy Minds, Healthy Campus initiative which has been in place since spring 2020 was outlined.
- The *President's Commission on Academic Advising* was started in August 2021 to undertake an in-depth review of effective academic advising on campus and determine what is working and where barriers exist. The *Commission* is composed of faculty from all academic colleges, Enrollment Management, the Office of Student Engagement and Success and the Provost's Office. The process associated with this work was outlined, as well as desired outcomes and overall themes that emerged in terms of where changes can be implemented. The recommendations resulting from the work of the *President's Commission on Academic Advising* will be presented at a later date.
- The annual First-Generation Celebration event was outlined and highlights provided. Additional initiatives for this student population are also being considered because 47 percent of MSU students are first-generation college attendees. This is becoming the case on a nationwide basis as well.

- A new Coordinator for Veteran and Military Student Success – Adao Cunha – has been hired and is already making inroads in terms of the environment at Murray State and what is occurring to assist this population. Murray State was recently awarded Military Friendly School designation for 2022-23 at the Silver Level which is an upgrade from previous years.
- An additional initiative where there has been a focus over the past year is increasing financial literacy. The program was outlined and opportunities in regard to the platform developed were included.
- Another initiative that will be launched in August for new students to ensure their adjustment to college is more successful was outlined.

Dr. Carthell reported the following:

- The mission of the Office of Multicultural Initiatives, Student Leadership and Inclusive Excellence is to advocate and encourage a campus environment that embraces diversity and helps students grow personally and academically. Mementos were presented to the Board which are representative of initiatives occurring within this unit.
- Programs and services in the office are designed to address the leadership, cultural competency, curricular and co-curricular needs of multicultural students in order to help them adjust to campus life and enjoy a successful college career.
- The office also seeks to enhance the retention, student success and graduation rates for multicultural Murray State students, specifically underrepresented minority (URM) students.
- An outline of programs and services was included in the materials provided to the Board relative to retention and diversity initiatives.
- The Emerging Scholars Institute (ESI) is the signature retention program in the Office of Multicultural Initiatives (OMI) and a brochure for this unit was provided. The ESI program has evolved since its inception and has been very successful with an average of 75 to 100 students participating at any given time. Key components of the ESI which have led to its success were outlined and it was noted that some of the changes that have recently been made were a direct result of the pandemic.
- There are currently 147 students participating in the ESI. As of last fall, the average grade point average for ESI students was 3.07 and the cumulative GPA for the program has been over 3.0 for the last several years and this helps bridge the achievement gap that is occurring nationally. These efforts are possible in large part due to the collaboration which has taken place between the Academic Affairs and Student Affairs offices.
- Enrollment in the ESI program has increased from 97 students in 2019 to 147 today. The average five-year enrollment is 116 students, with a GPA of 3.15. Faculty Liaisons for the ESI are Dr. Donald Adongo, Associate Professor of Mathematics and Statistics and Dr. Alicia Carthell, Assistant Professor of English and Philosophy. With support provided by the Provost's Office, Faculty Liaisons have represented a key component of the success the Emerging Scholars Institute has experienced.
- The Peer Mentoring and Faculty/Staff Mentoring programs were outlined relative to their importance as retention initiatives. Seventy-seven students currently participate in the ESI Peer Mentoring Program.
- The OMI and the Office of Student Engagement and Success collaborated on a one-year grant received from the CPE which was used to establish the Racer Achievement Program and highlights of that initiative were outlined. Due to the success of the program, resources to continue the program have been identified and how to sustain that support is being considered.
- Key elements of the Minority Graduate Fellows Program were outlined and this represented a collaborative effort between the Provost's Office, OMI and ESI that will help support program objectives.
- Deonte Turnley, Coordinator for Retention and Multicultural Programming for the OMI, was recognized and received a round of applause. Mr. Turnley was a participant in the ESI as an undergraduate student, graduating in television production, and is currently completing his master's degree.
- Retention Workshops are conducted two to three times per month and are open to all students. These workshops are designed to address the needs of the multicultural student population and key components of this initiative were outlined. The University also offers a Financial Literacy Series and the components to educate underrepresented minority students on the importance of credit, budgeting and paying for college were highlighted.
- There are also a number of URM Focus Groups conducted each semester to gain feedback on OMI programs and services and gain insight on student needs and concerns. Key Focus Group areas were outlined. An extended Focus Group was also held at the President's home.
- The Tutoring Program offered online was highlighted and available subjects were outlined. Students requiring specific tutoring not covered by the online platform are connected to the resources needed through the associated offices/units on campus.
- A number of OMI special clubs are also available to enhance retention initiatives and are designed to educate students and celebrate their unique culture and interests and examples were highlighted. Diversity and Cultural Competency Training sessions are also offered for students, faculty and staff through OMI, the Women's Center and the Pride Center. Various Canvas courses are also offered to supplement the trainings offered.

- DEI Listening Sessions are offered throughout the academic year and the purpose of this initiative was shared.
- The Student Inclusive Excellence Advisory Team has been formed for students to share their experiences and that initiative was outlined.
- Group comparisons of average GPA for Emerging Scholars Institute students versus non-ESI underrepresented minority students was provided. GPA by class group comparison data was also provided utilizing the same comparison groups. This data illustrates that the Emerging Scholars Institute works and benefits students.
- Additional highlights include 39 ESI students making the Dean's List for the Fall 2021 Semester and 197 overall URM students also making the Dean's List that same semester. Five ESI students graduated in fall 2021 and nine will graduate in spring 2022. To assist with the work of the Emerging Scholars Institute, a new position was added beginning in spring 2022 – Coordinator for Retention and Multicultural Programming.
- Cultural programming initiatives were outlined. Regents were encouraged to attend the Diversity Ball which will be held on April 29, 2022, as well as the Diversity Symposium.
- The Diversity Achievement Awards program is in its 16th year and all are looking forward to an in-person event which will be held on a Saturday to allow more families to attend. Regents were also encouraged to attend the Hitimu Celebration to see first-hand the impact efforts and initiatives just outlined have on students.
- The late Dr. Marvin D. and Mrs. Eunice Mills were recognized for their work and generosity to advance diversity initiatives at Murray State University. Their legacy will live on for many years to come and they will not be forgotten.
- Confirmation was provided that ESI is open to any student who wants to join. The program does include a certain amount of rigor and accountability and for these reasons various student populations are targeted. Students with a high school GPA of 3.0 and at least a 20 ACT score are expected to be the most successful in this program but others who do not meet these criteria have participated with additional program resources being dedicated to ensure their success. This represents a very diverse program. Regent Owens added that with regard to diversity, equity and inclusion, under the direction of President Jackson and the leadership of Dr. Carthell, coupled with Dr. Fister and her analyses and Mr. Touney's marketing apparatus for Murray State, the University is able to tell a great story in regard to underrepresented minority students. As athletic programs move into the Missouri Valley Conference, it is believed this type of programming can be projected as part of the Strategic Plan to determine where a positive impact can be made.

Vice Chair Tharpe reported that the Diversity Symposium was particularly impactful and shows the University is open, transparent and provides opportunities to these students. Regent Owens commended Dr. Carthell for his efforts and indicated his work is very much appreciated and does not go unnoticed. It was reported that of the 147 students currently in the program, it is anticipated the University will be able to retain 80 to 90 percent of these students and efforts are underway to ensure individuals have what they need for this to occur. This further illustrates why collaboration among offices is so crucial. Confirmation was provided that if the University does lose students in this program it knows who they are and why they left.

Drs. Robertson and Fister reported that spring headcount enrollment is up 4.4 percent and up over the last two years in almost every category. First-time freshmen campus visits increased by 90 percent over last year but are down slightly when compared to Fall 2020 numbers. Housing enrollment is down slightly for new students but when continuing students are added in, housing enrollment is above the previous fall semester. Confirmation was provided that the Yield Marketing Plan will be utilized to make improvements in this area.

Scholarship applications are down slightly but as of yesterday, 1,453 first-time freshmen had applied. It is believed these numbers are down at this time because high school students are simply not completing the applications in a timely fashion. Guidance Counselors have also confirmed that students seem to have no sense of urgency relative to college.

Racer Nation Orientation data was provided and visits are 32 percent above prior semester and up almost 18 percent over the previous fall. Confirmation was provided that data was compared with that from the same day last year. For Admitted Student Weekend for the fall semester, there were 727 registrations (compared to 672 in spring 2021). These were moved to online/virtual sessions due to the weather. Of those participating, 215 registered for the February 19, 2022, Admitted Student Kick-Off. Fall 2022 data with estimates showed First-Time Freshmen (FTF) Applications are up over 9.4 percent, FTF Admitted are up 89 percent, FTF Admitted from the 18-county service region are up 2.9 percent, Racer Nation Orientation (FTF and First-Time Transfer) student participations are up 32.6 percent and First-Time Transfer (FTT)

Admitted student numbers are even. It is expected FTT enrollment will increase as this population typically applies later in the process. The number of First-Time Graduate students was up over applications from this time last year but is down from the previous fall. A great deal of work is occurring with regard to graduate enrollment and appreciation was expressed in this regard. The Predictive Analysis Model projects an increase in FTF of 3.5 to 5 percent, transfers will be up slightly and it is expected that the goal of 500 new first-time graduate students will be exceeded. Confirmation was provided that an increase in international students is also anticipated. All this work truly represents a collaborate effort among offices across campus.

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

Adjournment

The Enrollment Management and Student Success Committee adjourned at 12:20 p.m.

The Quarterly Board of Regents Meeting adjourned for lunch at 12:20 p.m.

Reconvene

The Quarterly Board of Regents meeting and Committee meetings reconvened at 1:10 p.m.

Athletics Committee

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

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

Resolutions of Appreciation and Recognition, approved

Chair Crigler read aloud the following Resolution of Acknowledgment and Appreciation:

MURRAY STATE UNIVERSITY BOARD OF REGENTS RESOLUTION OF ACKNOWLEDGMENT AND APPRECIATION

COACH ALAN LOLLAR AND THE RIFLE TEAM 2021 – 2022 Season

WHEREAS, Coach Alan Lollar has faithfully served since being named as the Head Rifle Coach at Murray State University on April 18, 2002, having served as Interim Head Coach during the 2007-08 season, Head Athletic Trainer since 1993 and providing assistance to the program since 1992; and

WHEREAS, the Rifle team won the 2022 Ohio Valley Conference (OVC) Championship, its second straight win and record 16th OVC Championship in program history; and

WHEREAS, the Rifle team won its 8th title under the direction of Coach Alan Lollar – more than any other Coach in Murray State Rifle history – tying him for fourth place for most OVC titles by any Coach in program history, one shy of tying the OVC record for Rifle championships; and


WHEREAS, the Rifle team had three Ohio Valley Conference Athlete of the Year honors with Matias Kiruru for Smallbore, John Blanton for Air Rifle (with career-high points and posting the top aggregate score of the Championship with 1,181) and also being named Freshman of the Year; and

WHEREAS, players were named to three Small Bore All-OVC teams – First, Second and Newcomer – teams; and

WHEREAS, players were named to three Air Rifle All-OVC teams – First Second and Newcomer – teams;

NOW, THEREFORE, ON THIS 11th DAY OF MARCH, 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 Lollar the Rifle team;

AND BE IT FURTHER RESOLVED by the Murray State University Board of Regents that this recognition of the contributions and dedication of Coach Lollar and the Rifle team be preserved in the minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 11th day of March 2022.



Robert L Jackson
President



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

Coach Lollar and the Rifle team received a round of applause and a framed Resolution will be presented to the team when they return from competition.

Chair Crigler read aloud the following Resolutions:

**MURRAY STATE UNIVERSITY BOARD OF REGENTS
RESOLUTION OF ACKNOWLEDGMENT AND APPRECIATION
DIRECTOR OF TRACK AND FIELD/CROSS COUNTRY COACH**

ADAM KIESLER

WHEREAS, Coach Adam Kiesler has faithfully served the Track and Field/Cross Country program at Murray State University since August 3, 2010, completed his 5th season as Head Coach in 2021-22 and continues to serve in this capacity through the present; and

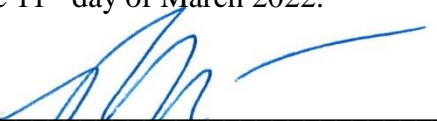
WHEREAS, Coach Adam Kiesler was named Ohio Valley Conference (OVC) Indoor Track and Field Coach of the Year for the team’s accomplishments during the 2021-22 season; and

WHEREAS, during the 2021-22 season Coach Adam Kiesler led the Murray State University team to victory in their first Ohio Valley Conference Indoor Track and Field Championship in 30 years (since 1992); and

WHEREAS, Coach Adam Kiesler and the Track and Field program were the OVC Outdoor Championship winners in May 2019 for the first time in 27 years;

NOW, THEREFORE, ON THIS 11th DAY OF MARCH, 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 Director of Track and Field/Cross Country Coach Adam Kiesler;

AND BE IT FURTHER RESOLVED by the Murray State University Board of Regents that this recognition of the contributions and dedication of Coach Adam Kiesler be preserved in the minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 11th day of March 2022.



Robert L Jackson
President



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

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

**TRACK AND FIELD/CROSS COUNTRY TEAM
2021 – 2022 Season**

WHEREAS, the Murray State University Track and Field/Cross Country team for the first time since 1992, won the Ohio Valley Conference (OVC) Indoor Track and Field Championship held in Birmingham, Alabama, in February 2022; and

WHEREAS, Murray State finished the OVC Indoor Track and Field Championship with 11 podium places, four first places, four second places and three third-place finishes;

WHEREAS, players Rachel Hagans and Jenna Pauly earned individual long jump and high jump titles, respectively; and

WHEREAS, player Rachel Hagans claimed her second individual title winning the 60-meter dash and senior Dani Wright won her first-ever Ohio Valley Conference title in the one-mile run; and


WHEREAS, players Kayla Bell, Brooke Misukonis and Jenna Pauly placed second in their individual events; and

WHEREAS, the 4x400-meter Relay team of LaMiah Campbell, JaKayla McSwan, Kayla Bell and Lucia Herrero-Yanez placed second; and

WHEREAS, players Hannah Malone, Lucia Herrero-Yanez and Meaghan Fletcher placed third in their OVC individual championship events;

NOW, THEREFORE, ON THIS 11th DAY OF MARCH, 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 Track and Field/Cross Country 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 Track and Field/Cross Country team be preserved in the minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 11th day of March 2022.



Robert L. Jackson
President



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

Coach Kiesler and the Track and Field/Cross Country team received a round of applause and were presented with framed Resolutions. Chair Crigler read aloud the following Resolution:

**MURRAY STATE UNIVERSITY BOARD OF REGENTS
RESOLUTION OF ACKNOWLEDGMENT AND APPRECIATION
COACH RECHELLE TURNER AND THE
WOMEN'S BASKETBALL TEAM
2021 – 2022 Season**

WHEREAS, Coach Rechelle Turner has faithfully served since being named as the Head Women's Basketball Coach at Murray State University on March 29, 2017, through the present; and

WHEREAS, during Coach Turner's 5th season the Murray State University Women's Basketball team advanced to the semi-finals in the Ohio Valley Conference (OVC) Tournament Women's Basketball Tournament in Evansville, Indiana, and she became the first Murray State Coach in 31 years to lead the Racers to back-to-back winning seasons; and

WHEREAS, the Women's Basketball program set three all-time single game attendance records at the CFSB Center and completed its best regular season in nearly two decades by going 21-8

overall and 13-5 in OVC play to finish third in the league standings – the highest finish under Coach Rechelle Turner and the highest overall since 2008-09; and

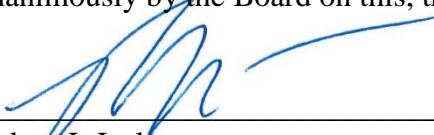
WHEREAS, Murray State players have won nine Ohio Valley Conference Player of the Week awards during the 2021-22 season, including a program-record eight for sophomore Katelyn Young who was also named OVC Player of the Year, selected as one of only ten semifinalists nationally for the Becky Hammon Mid-Major Player of the Year award (the only OVC or Missouri Valley Conference player to be named a semifinalist); and

WHEREAS, the Women’s Basketball team was one of only two teams nationally to rank in the Top 10 in both field goal and free throw percentages, ranking Murray State 3rd and 6th, respectively, and Coach Turner is currently on pace to earn her fourth spot on the program’s single-season free throw percentage list in five seasons; and

WHEREAS, since becoming Head Coach of the Racer Women’s Basketball program for the 2017-18 season, Coach Turner’s teams have won two conference selections; never had less than two All-OVC nods in a single season and twelve total All-OVC awards under her leadership is now the most by any Coach in Murray State University Women’s Basketball history;

NOW, THEREFORE, ON THIS 11th DAY OF MARCH, 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 Basketball team under the leadership of Coach Rechelle Turner;

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 Basketball team and Coach Turner be preserved in the minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 11th day of March 2022.



Robert L. Jackson
President



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

Coach Turner and the Women’s Basketball Team received a round of applause and were presented with a framed Resolution.

Chair Crigler read aloud the following Resolutions:

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

**HEAD MEN’S BASKETBALL COACH
MATT McMAHON**

WHEREAS, Coach Matt McMahon has faithfully served since being named as the Head Men’s Basketball Coach at Murray State University on June 9, 2015, through the present; and

WHEREAS, Coach Matt McMahon has been honored by his peers by winning his first-ever Ohio Valley Conference (OVC) Coach of the Year award for the 2021-22 season; and

WHEREAS, he has led the Men’s Basketball team to a 153-66 record over seven seasons and 93-11 in Ohio Valley Conference games, averaging 21.4 wins per season; and

WHEREAS, Coach Matt McMahon and staff are the first-ever to have three seasons of 25 or more wins and a record of 6-0 in games in which the Racers are ranked; and

WHEREAS, Coach Matt McMahon has achieved the 3rd all-time wins behind Carlisle Cutchin and Cal Luther and is on the 2021-22 Naismith Coach of the Year Watch List; and

WHEREAS, he posted his 150th career win as Racer Head Coach against Belmont on February 24, 2022;

NOW, THEREFORE, ON THIS 11th DAY OF MARCH, 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 Head Men's Basketball Coach Matt McMahon;

AND BE IT FURTHER RESOLVED by the Murray State University Board of Regents that this recognition of the contributions and dedication of Coach Matt McMahon be preserved in the minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 11th day of March 2022.


Robert L. Jackson
President


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

RESOLUTION OF ACKNOWLEDGMENT AND APPRECIATION

**MEN'S BASKETBALL TEAM
2021 – 2022 Season**

WHEREAS, the Murray State University Men's Basketball team on March 5, 2022, won the Ohio Valley Conference (OVC) Tournament Championship in Evansville, Indiana, after a historic season; and

WHEREAS, the Men's Basketball program maintained an undefeated 18-0 Ohio Valley Conference record during the regular season for the first time ever in 74 years of the existence of the OVC; and

WHEREAS, the Men's Basketball program finished in first place for the Ohio Valley Conference regular season – its 28th OVC regular season championship – and received nine Ohio Valley Conference Player of the Week honors for players KJ Williams (5), Tevin Brown (3) and Justice Hill (1) and all three were selected for the All-OVC First Team; and

WHEREAS, player KJ Williams was named the Ohio Valley Conference Player of the Year, 21st Most Valuable Player Overall in Murray State University history and was twice named the Oscar Robertson National Player of the Week (February and March 2022) and player Tevin Brown became the all-time three-point shooter in the history of the Ohio Valley Conference; and


WHEREAS, the Murray State University Men's Basketball program recorded its 300th win in the CFSB Center this past year; and

WHEREAS, the Men's Basketball program media coverage amounted to \$325 million and between November 1, 2021 – March 1, 2022, is eight times the value of the same period in 2018-19;

NOW, THEREFORE, ON THIS 11th DAY OF MARCH, 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 Men's Basketball team;

AND BE IT FURTHER RESOLVED by the Murray State University Board of Regents that this recognition of the contributions and dedication of the Men's Basketball team be preserved in the minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 11th day of March 2022.


Robert L. Jackson
President


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

Coach McMahon and the Men's Basketball team received a round of applause and were presented with framed Resolutions.

Regent Fitch moved that the Board of Regents approve all Resolutions as presented above. Regent Waldrop seconded and the motion carried.

Full Board Action – Resolutions of Appreciation and Recognition, approved

On behalf of the Athletics Committee, Chair Crigler moved that the Board of Regents approve the Resolutions of Appreciation and Recognition as presented. Regent Rudolph seconded and the motion carried unanimously.

Personnel Changes – Contracts of Employment Amendments – Assistant Coaches and Head Coach, approved

Chair Crigler reported that the Murray State University Women's Basketball program has shown remarkable achievement academically and competitively over the last five years.

Scott Barnhart, Senior Associate Athletic Director-Operations and Resource Development, reported that academically, the Women's Basketball program has regularly achieved at or above a 3.0 Grade Point Average. During Coach Rechelle Turner's five-year tenure, the Women's Basketball program has achieved five of the top six rank-ordered GPA's in the last 35 semesters. Recently, in the Fall of 2021, the Women's Basketball program achieved a 3.17 GPA, two student-athletes achieved a perfect 4.0, nine qualified for the Dean's List (3.5 or higher), 11 were above a 3.0 and 78 percent of all grades earned resulted in an A or B.

Competitively, Rechelle Turner and the Women's Basketball staff have ushered one of the most progressive builds in program history. Beginning her tenure for the 2017-18 season, the Women's Basketball program has steadily improved each year (see below). The 2021-22 season's 8-2 start represented the best since 1988-89, coupled with a top 100 NET ranking. At 20-7 currently, the Women's Basketball program has reached 20 wins for the first time since 2008-09.

| | | |
|---------|-------|--|
| 2017-18 | 11-19 | (.367) |
| 2018-19 | 13-17 | (.433) |
| 2019-20 | 14-16 | (.467) |
| 2020-21 | 16-11 | (.593) |
| 2021-22 | 20-7 | (.741) – 93 NET Ranking <i>as of 2/23/22</i> |

There has been consistent improvement and an upward trajectory for Women's Basketball to be a top team in the region. The Board is being asked to approve the personnel action items listed below:

Employment agreements with the Coaches listed below expire on March 31, 2022. The University desires to continue to employ these Coaches for the period of April 1, 2022, to March 31, 2023. Salaries remain unchanged from the prior year, unless otherwise noted. Salary increases are funded privately.

Women's Basketball

| | | |
|--------------|----------|----------------------|
| Monica Evans | \$50,700 | (currently \$44,000) |
| Amber Guffey | \$58,700 | (currently \$52,000) |
| Sarah Jones | \$50,700 | (currently \$44,000) |

The employment agreement with the Coach listed below expires on March 31, 2023. The University desires to continue to extend this Coach through March 31, 2026. Salary remains unchanged from the prior year, unless otherwise noted. The salary increase will be funded privately.

Women's Basketball

| | | |
|------------------------------|-----------|-----------------------|
| Rechelle Turner (Head Coach) | \$110,000 | (currently \$100,000) |
|------------------------------|-----------|-----------------------|

On behalf of the Athletics Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University and the Director of Athletics, approve the successor agreements to employ the Coaches as presented. Vice Chair Tharpe seconded and the motion carried.

Full Board Action – Athletics Committee – Personnel Changes – Contracts of Employment Amendments – Assistant Coaches and Head Coach, 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 employ the Coaches listed below:

Employment agreements with the Coaches listed below expire on March 31, 2022. The University desires to continue to employ these Coaches for the period of April 1, 2022, to March 31, 2023. Salaries remain unchanged from the prior year, unless otherwise noted. The salary increases will be funded privately.

Women’s Basketball

| | | |
|--------------|----------|----------------------|
| Monica Evans | \$50,700 | (currently \$44,000) |
| Amber Guffey | \$58,700 | (currently \$52,000) |
| Sarah Jones | \$50,700 | (currently \$44,000) |

The employment agreement with the Coach listed below expires on March 31, 2023. The University desires to continue to extend this Coach through March 31, 2026. Salary remains unchanged from the prior year, unless otherwise noted. The salary increase will be funded privately.

Women’s Basketball

| | | |
|------------------------------|-----------|-----------------------|
| Rechelle Turner (Head Coach) | \$110,000 | (currently \$100,000) |
|------------------------------|-----------|-----------------------|

Regent Owens seconded and the roll was called with the following voting: Mr. Aguiar, yes; 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.

Adjournment

The Athletics Committee adjourned at 1:40 p.m.

Finance Committee

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

Regent Owens called the Finance Committee to order at 1:40 p.m. and reported all other members were present.

Housing and Dining Public-Private Partnership (P3) Authorization, approved

President Jackson reported that Director Ryan Jensen with Brailsford and Dunlavey, an advising company the University contracted with to assist in the decision-making process relative to a public-private partnership, is present today as is David Looney, Executive Director for Auxiliary Services and Vice President Dudley. In 2019 the University began exploring opportunities with regard to a P3 partnership for housing and dining purposes. Then the pandemic occurred and while work was slowed, a Request for Qualifications (RFQ) document was developed to review the credentials of various firms that undertake this type of work. A Request for Proposals was then done and the University received a number of responses from firms wanting to partner with the University to develop, design, build, finance, operate and maintain student housing and dining facilities in order to enhance the on-campus housing experience at Murray State through a

multi-phase improvement plan. An internal committee composed of faculty, staff, students, administrators and others reviewed the proposals received and the choice was narrowed down to three potential firms. The Board will be asked to approve allowing the administration to negotiate with a final firm to undertake this work. This process is similar to that utilized during contract negotiations with Sodexo and SSC in the last few years. This represents a very extensive and detailed process that has very much been an educational one for all involved. If the Board approves the action being requested, a preliminary proposal from the successful firm will be presented at the June Quarterly Board meeting and will include additional detailed information and provide next steps. The final agreement would not be signed until early fall.

Vice President Dudley reported that a great deal has been learned throughout this process, including a determination of what best suits the University at this point in time. The first phase which the University will engage in – the first of a multi-phased approach – represents a new dining hall and two 300-bed (approximate) residence halls as outlined in the Capital Plan. These would represent replacement beds and not new inventory. As work proceeds, a determination will be made in terms of what needs to be done with White and Regents halls. Sample photographs of what schools like Murray State have developed as part of a P3 partnership were provided. Appreciation was expressed to the entire Operational Committee, particularly Mr. Miller; Beth Ward, Director of Procurement; Dr. David Wilson, Director of Housing; and Mr. Youngblood, who have undertaken a significant amount of work in anticipation of this project. The larger Stakeholder Committee includes students, faculty and staff from different areas across campus, in addition to the members of the Operational Committee. Before the three developers were brought to campus, the Stakeholder Committee worked to help determine what was needed, outlined their expectations and evaluated the firms based on certain criteria but from their own perspectives.

Mr. Jensen reported that P3 partnerships represent a very common model to deliver projects, especially for residence halls and dining facilities at comparable institutions in the region. These development partners have a great deal of expertise and share the risks of upfront costs, budget, operations and schedule. They are also experts on how to gain efficiencies through construction and operations. Some of the current housing stock has outlived its useful life and needs to be renovated or replaced and a P3 developer can help expedite this process. An extensive list of evaluation criteria in four key areas was developed in terms of what the University wants to achieve and how firm responses would be scored objectively. The financial approach relative to such a process will ensure it is a fair deal and also good for students in terms of affordability. These firms will draw on their expertise to present design ideas on what they think will work on campus that students will be attracted to while ensuring adherence to the architectural character of campus, alignment of facilities with Campus Master Plan objectives and maintaining the student success objective and a competitive edge.

Mr. Looney reported that Phase I of this project includes construction of two residence halls, with approximately 300 beds, north of the current Hart Hall and a new dining hall on the space currently occupied by Springer II (old Franklin) and old Richmond Hall (which has been razed), determining next steps relative to Regents and White halls and razing Hart Hall (possibly others) and demolition of Winslow Dining Hall. The new dining facility would be located on the site where the Board has authorized the administration to raze old Franklin this summer and the current Winslow Dining Hall area would be used for parking replacement, enhanced outdoor living areas, more green space and enhanced walking paths between the residential college complex, Wellness Center and the CFSB Center. The new dining hall is expected to have entrances from different sides, will provide meeting space for students and will house some offices as part of the overall community concept for this area of campus. Hart Hall will not be razed before the new residence halls and the dining buildings have been completed. Determining the overall housing occupancy stock needed will remain part of the planning process because it is dependent on enrollment but also due to the fact that the new facilities would be expected to increase on-campus occupancy. Confirmation was provided that any new construction would represent low-profile, traditional housing units and not large towers and the residential college system will be maintained.

An overview of the P3 project financial and ownership structure was provided. A ground lease management contract is being proposed based on a non-profit ownership model which means a third party could potentially own the assets while the University maintains control of the land. This represents a common model with 60 to 70 percent of projects at universities being based on

this structure. Confirmation was provided that there are national foundations that provide services to institutions based on their tax-exempt status. Confirmation was provided that a 501(c)(3) corporation would raise capital and utilize that to build on the University's land and pay rent for utilizing this space on campus. The University will jointly set the housing cost for students with the management firm to ensure maximization of savings and this is attractive to investors because it helps minimize risk. It was indicated that initially the firm selected will not manage all University properties but analysis is still ongoing in terms of whether this would be a beneficial arrangement for the institution. Some schools researched did not outsource management of their facilities utilizing a 501(c)(3) and action being taken today will not commit the Board to a decision in this regard.

Mr. Looney reported that the University has investigated companies that have the capacity, capability and interest in partnering with Murray State in order to identify the best fit, as well as one that appreciates what the institution wants to offer to benefit students. If the requested action is approved today, negotiations will begin with the development firms as part of the pre-construction process and this starts defining the actual facility which will be constructed, associated pricing and what each partner will accomplish. In terms of who assumes the risk if housing occupancy does not meet goals (like what occurred during the pandemic), Mr. Jensen indicated that responsibility would fall to the bond holders but this will continue to be considered as this process unfolds.

A project schedule was provided, including the issuance of an RFQ, and ten responses were received. This was narrowed to three developers in order to continue additional dialogue and an RFP was issued. The developers responded to the RFP, visited campus and there was an opportunity to interact with the two work groups while the developers were on campus. The developers presented proformas based on what they expect the construction and operational costs to be but this is not a binding document while it does supply good data to help the University make the best decision. Today the University is seeking approval to move forward with negotiating with the developers. At this point in time developers will understand the University's seriousness and in their respective proposals they will start committing resources and begin working on design ideas and securing more solid estimates. A pre-construction agreement will then be provided to the Board which will address many of the questions which remain. Confirmation was provided that efforts will continue to involve campus constituencies as part of the process. An RFP will also be issued for the 501(c)(3). Expectations from both entities will be made known throughout this process. Key milestones will need to be finalized as far as approvals, investigating site conditions, unknown land conditions and the supply of labor and materials. As part of Phase I, all facilities are expected to open by the 2024 Fall Semester.

A summary of next steps was provided by Mr. Jensen. These include authorizing the administration to negotiate a pre-development agreement for approval at the June Board of Regents meeting. A Board Finance Committee meeting will be scheduled in May to discuss the fine points of the pre-development agreement. A Request for Proposals for a 501(c)(3) non-for-profit organization will be issued in summer 2022 and this will represent the owner of the facilities to be constructed. Ongoing negotiations to be incorporated into the final agreements include:

- Negotiate a land lease by the University to a 501(c)(3);
- Finalize project financing plan to be developed with a negotiated occupancy goal;
- Negotiate with a 501(c)(3) organization, Murray State and a developer for financing the project and ongoing operation and maintenance;
- Negotiate relationship for up to 40 years or until debt is repaid;
- Finalize style/design/rooms/sizes/amenities and
- Finalize room rates.

The Board will receive the final agreement for review and approval in September/October 2022.

On behalf of the Finance Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, authorize the President or his designee to begin negotiations with the best suited developer and necessary partners for the Housing and Dining Public-Private Partnership (P3) with the goal of finalizing a pre-development agreement for review and approval by the Board of Regents on June 3, 2022, with final agreement approval during fall 2022. Chair Crigler seconded and the motion carried.

Full Board Action – Housing and Dining Public-Private Partnership (P3) Authorization, approved

On behalf of the Finance Committee, Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, authorize the President or his designee to begin negotiations with the best suited developer and necessary partners for the Housing and Dining Public-Private Partnership (P3) with the goal of finalizing a pre-development agreement for review and approval by the Board of Regents on June 3, 2022, with final agreement approval during fall 2022. Regent Rudolph seconded and the motion carried unanimously.

City of Murray Susan E. Bauernfeind Wellness Center Resolution adopted

Vice President Dudley reported that the authorization being proposed today for the execution of a Second Amendment for the Wellness Center bonds held by the City of Murray will enable the city to refinance its General Obligation Refunding Bonds, Series 2012. The General Obligation Refunding Bonds, Series 2012 refinanced the original 2002 bonds series which funded the design, construction and equipping of the Susan E. Bauernfeind Student Recreation and Wellness Center. The municipal bond markets will continue to be monitored and work undertaken with the city to proceed with refinancing if rates are favorable for adequate savings. The University and the City of Murray must execute a Second Amendment to the *Memorandum of Agreement* which was originally executed on December 30, 2002, before any refinancing could occur.

Baird Financial Advisor Mark Rawlings reported that the bonds were originally issued as General Obligation Bonds with the City of Murray. This means these represent obligations for the City of Murray even if Murray State ceases to exist. There was also an agreement between the City of Murray and Murray State for the University to make the payment on those bonds from Wellness Center fees. When the University approached Mayor Rogers in December, interest rates were quite a bit lower than they are now and at that time refinancing would have produced well over 7 percent in savings (\$40,000 – \$45,000 annually). All agreed it was in the best interest of the University to move forward. Since that time interest rates have increased. The City of Murray has approved their side of the financing and the Board is being asked to authorize an amendment to the original agreement to allow the refinancing to occur. Due to the fact that interest rates have gone up, no changes will be made at this time but Board authorization is being sought so if interest rates become more favorable action can be taken. This action does not change the agreement between the City of Murray and Murray State but the bond will simply be refinanced to reduce stress on revenues.

On behalf of the Finance Committee, Regent Rudolph moved that the Board of Regents, upon the recommendation of the President of the University, adopt the Resolution approving the execution of a Second Amendment to the *Memorandum of Agreement* with the City of Murray, relating to the refinancing of the construction, installation and equipping of the Susan E. Bauernfeind Student Recreation and Wellness Center as detailed in the Resolution provided, contingent upon savings of at least 5 percent and any necessary approvals required by state officials. Vice Chair Tharpe seconded and the motion carried.

Full Board Action – City of Murray Susan E. Bauernfeind Wellness Center Resolution adopted

On behalf of the Finance Committee, Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, adopt the Resolution approving the execution of a Second Amendment to the *Memorandum of Agreement* with the City of Murray, relating to the refinancing of the construction, installation and equipping of the Susan E. Bauernfeind Student Recreation and Wellness Center as detailed in the attached Resolution, contingent upon savings of at least 5 percent and any necessary approvals required by state officials. Regent Fitch seconded and the roll was called with the following voting: Mr. Aguiar, yes; 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 #6)

Annual Lease Report, accepted

Ms. Dudley reported that as per Item #16 of the Delegation of Authority, the Board is to approve University real property and facilities’ leases under which 1) the University is the lessee if the annual rental is in excess of \$100,000 or 2) the University is the lessor of University real property or facilities and the lease has a non-cancellable term exceeding one year. No additional approval will be required if a lease is renewed pursuant to the same terms and conditions but the Board will be advised of any such renewal. A listing of all leases is provided to the Board annually. President Jackson reported that these are typically leases for assets owned by the MSU Foundation that are leased for \$1 a year back to the University, as well as other lease-type arrangements.

On behalf of the Finance Committee, Vice Chair Tharpe moved that the Board of Regents, upon the recommendation of the President of the University, accept the Annual Lease Report as presented. Regent Rudolph seconded and the motion carried.

Full Board Action – Annual Lease Report, accepted

On behalf of the Finance Committee, Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, accept the attached Annual Lease Report. Regent Gray seconded and the motion carried unanimously.

(See Attachment #7)

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 schedule listing new projects or those with increased scope with a total estimated cost of over \$200,000 was provided to the Board and outlined by Vice President Dudley.

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

Full Board Action – Projects 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 Aguiar seconded and the roll was called with the following voting: Mr. Aguiar, yes; 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)

Refinance/Restructure Existing Housing Debt, adopted

Vice President Dudley reported that currently Murray State University’s housing and dining debt service payments, as of the end of Fiscal Year 2021, are summarized below:

| Total General Receipts Debt | | |
|-----------------------------|-----------------|-----------------|
| Principal | Interest | Total |
| \$56,190,000.00 | \$14,385,739.98 | \$70,575,739.98 |

These debt obligations are currently scheduled to be fully paid in Fiscal Year 2035 and have a range of annual payments of \$6.3 million to \$3 million, with the highest year peaking in Fiscal Year 2028. As these annual payment requirements increase gradually over the next six years, there will be a larger student rate increase necessary to cover just the increasing debt payments. To minimize the impact of debt on the student rates, the University has worked with Baird Financial Advisors to develop a model

whereby the debt can be restructured to even out the payments to approximately \$5 million annually through 2035. This model will also allow the University to capitalize on possible favorable market conditions, resulting in some savings, without extending the debt. Mr. Rawlings reported that with regard to 2011 and 2013 bond issues, a model was developed to restructure the payment on those, creating an aggregate profile to level out any associated increases that are anticipated. Over the first six years of the new model, this represents a reduction in the aggregate bond payment of slightly over \$1 million. This represents \$1 million that would otherwise go toward paying debt service that will now be available to dedicate toward upkeep of these facilities or offset the need for rate increases.

This model requires the issuance and sale of refunding bonds to refinance the General Receipts Bonds, 2011 Series A; the General Receipts Refunding Bonds, 2011 Series C and the General Receipts Bonds, 2013 Series A. This model will require the debt on these series to be extended, but again, not past 2035, which is the final year of debt service on the current debt portfolio. This restructuring plan will require review and approvals by multiple state officials and any action will be contingent upon obtaining these approvals. Overall savings are anticipated over the life of the bond for the University as a result of this action. It is important to have this authorization from the Board now so making this change can be undertaken when rates are favorable and meaningful savings can be realized.

On behalf of the Finance Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, adopt the Resolution provided for the authorization, issuance and sale of (I) General Receipts Refunding Obligations, 2022 Series B, in an estimated aggregate principal amount of \$10,805,000 (subject to a permitted adjustment) and (II) General Receipts Refunding Obligations, 2022 Taxable Series C, in an estimated aggregate principal amount of \$11,075,000 (subject to a permitted adjustment) of Murray State University, pursuant to the trust agreement dated as of May 1, 2007, as detailed in the Resolution provided, subject to all required approvals by state officials. Vice Chair Tharpe seconded and the motion carried.

Full Board Action – Refinance/Restructure Existing Housing Debt, adopted

On behalf of the Finance Committee, Regent Owens moved that the Board of Regents, upon the recommendation of the President of the University, adopt the attached Resolution for the authorization, issuance and sale of (I) General Receipts Refunding Obligations, 2022 Series B, in an estimated aggregate principal amount of \$10,805,000 (subject to a permitted adjustment) and (II) General Receipts Refunding Obligations, 2022 Taxable Series C, in an estimated aggregate principal amount of \$11,075,000 (subject to a permitted adjustment) of Murray State University, pursuant to the trust agreement dated as of May 1, 2007, as detailed in the attached Resolution, subject to all required approvals by state officials. Vice Chair Tharpe seconded and the roll was called with the following voting: Mr. Aguiar, yes; 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 #9 and #10)

Adjournment

The Finance Committee adjourned at 2:35 p.m.

The Board adjourned for a break at 2:35 p.m.

Reconvene

The Quarterly Board of Regents meeting and Committee meetings reconvened at 2:50 p.m.

Legislative and Economic Development Committee

Virginia Gray – Chair
Leon Owens
Ian Puckett
Tom Waldrop

Regent Gray called the Legislative and Economic Development Committee to order at 2:50 p.m. and reported all other members were present.

Legislative Update Report, received

Mr. Smith reported the following:

- Today is the 46th day of the 60-day Budget Session and the House and Senate have both released their budgets. Now through April 1 when the Governor's veto days begin will be critical in terms of the House and Senate working out their differences on the budget bill, as well as other bills that have passed either one of the two chambers in order to come to resolution on those issues.
- April 14 is *Sine Die* and April 15 will end the Session.
- The Posters-at-the-Capitol event was held on March 3, 2022, and appreciation was expressed to Regent Shemberger; Provost Todd; A.J. Boston, Assistant Professor and Scholarly Communications Librarian; Dean Ferguson and others who helped plan this successful event. Appreciation was expressed to Senator Jason Howell and Representative Mary Beth Imes for passing House and Senate floor Resolutions honoring Murray State University's centennial.
- Weekly legislative visits and meetings have occurred with the CPE and legislators regarding all Murray State priorities and KERS pensions where at the forefront of discussions, as well as asset preservation and deferred maintenance needs, ensuring reauthorizations for University bonding were in place and performance funding.
- The University continues to monitor all bills impacting Murray State and higher education. As of today, there are 120 bills that impact higher education. This illustrates that higher education has been at the forefront of this Legislative Session. Confirmation was provided that this is a significantly larger number of bills related to higher education than normal because, on average, maybe 30 bills during a Legislative Session impact higher education.
- The House Bill 1 Executive Branch Budget is the vehicle for all Murray State legislative priorities. It was introduced in the House chamber and passed and the Senate made their changes this week and it passed that chamber on March 9. The next step is for there to be a Conference Committee and the University has been informed there will be informal meetings in this regard next week with more formal meetings to follow. The budget will then be sent to the Governor's desk and after he makes his decisions the House and Senate will reconvene to address those actions.
- Included in the budget passed by the Senate is Murray State's base appropriation of \$46.6 million (first fiscal year) and \$49.6 million in the second year. Debt service additions have been made in the second year of the biennium which is why that amount is higher. Funding of \$3.2 million for Breathitt Veterinary Center is included in the budget for each fiscal year and this is unchanged from prior year. The University's current-year base appropriation for Fiscal Year 2021-22 is \$47 million. In the House version of the budget, the University's base appropriation was \$48 million for both fiscal years and it included \$981,000 additional pension assistance but that was eliminated in the Senate budget.
- With regard to the pension system, the Senate chose to use a different calculation for the University's KERS employee contribution based on their own fiscal analysis in House Bill 8 which was passed last year to assist universities and other quasi-agencies with increasing pension costs to make contributions at a fixed, normal cost rate. There is a significant difference between the House analysis of House Bill 8 and that of the Senate. The House analysis is focused on what the University actually pays and that body wants to fund 100 percent of the employee contribution but the Senate now has a different calculation. These differences will also be addressed during the Conference Committee.
- In regard to deferred maintenance and asset preservation funds, the current Senate budget includes \$47.1 million in bond funds over the biennium with \$11.5 million in agency bond funds that must be used as a match for 25 percent of the amount. President Jackson confirmed that if a match is required the University will ensure the bond issue just undertaken would represent that match. The research universities were required to have a 50 percent match for their bond funds. These funds would allow the University to complete all of the major renovations and improvement projects on campus on top of other Board-approved work that is already in process. The P3 and other budget authorizations and approvals are in both the House and Senate budgets and match identically. The House budget included \$47.2 million in deferred maintenance and asset preservation funds over the biennium but did not require the 25 percent match.
- The new Murray State University School of Nursing and Health Professions building is included in both the House and Senate budgets (\$45.5 million). Many worked extremely hard to ensure this was included in both budgets and all are pleased with results in this regard.
- In regard to performance funding, the Senate version of the budget included \$97.3 million in performance funds for each year of the biennium. The House version included \$67 million in each year of the biennium. It remains to be seen from the Council on Postsecondary Education what Murray State's specific allocation of this infusion of new funds will be but early estimates range from \$1.5 to \$2.5 million in nonrecurring funds in the Senate version of the budget. All are excited about both the House and Senate including new monies for performance funding.
- In regard to the *Bucks for Brains* program, the Senate version of the budget includes a \$20 million funding pool for the biennium which is shared only among the comprehensive universities. This program is managed by the CPE and the research universities will have their own separate funding pool of \$50 million. Statutorily this funding can only be used to fund endowments for initiatives that build Science, Technology, Engineering and Mathematics, plus Health (STEM+H) programs which

have been a focus of this Legislative Session and is why the new MSU School of Nursing and Health Professions was so well received. Murray State anticipates receiving its pro-rata share of the \$20 million pool. This is also being managed by the CPE and the University's specific allocation is not yet known. The House version of the budget contained a funding pool of \$30 million total but would have to be shared among the comprehensive and research universities.

- The ability of all at Murray State to work collaboratively cannot be overstated and Mr. Miller, the Vice Presidents, Deans and others have played key roles throughout the Legislative Session in terms of identifying the impact of specific legislation to the University. This collaboration makes the University more successful in Frankfort and appreciation was expressed to all because not every university enjoys these types of working relationships.
- Appreciation was expressed to Murray State alumni and legislators in the region as they really advocate on behalf of the University. Representatives Richard Heath and Mary Beth Imes, Majority Floor Leader Steven Rudy, Senators Howell and Robbie Mills, to name a few, understand the importance of Murray State to the region and want to help.
- Appreciation was expressed to Regent Puckett and the Student Government Association for their support during the Legislative Session, in particular the letter of support they provided.

President Jackson stated that Mr. Smith does a great job and he appreciates all he does. He got home late last night from Frankfort and has been up there every week for the majority of each week since the start of the Legislative Session. He does a very good job on behalf of the institution in a complicated and difficult process. It is important for all to know what is included in the budgets of both chambers and be able to negotiate through that and this has been handled well. Mr. Smith added that President Jackson even recruits when in Frankfort and a new student is coming to Murray State as a result. Chair Crigler expressed appreciation to Mr. Smith for all of his hard work.

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

Adjournment

The Legislative and Economic Development Committee adjourned at 3:10 p.m.

Marketing and Community Engagement Committee

Tom Waldrop – Chair
Sam Aguiar
Jessica Evans
Virginia Gray
Melony Shemberger

Regent Waldrop called the Marketing and Community Engagement Committee to order at 3:10 p.m. and reported all other members were present.

Gift-in-Kind – Thoroughbred Chestnut Gelding Quick Camanchee – Hutson School of Agriculture Equine Program, received, accepted and approved

Mrs. McGinnis reported that the Board of Regents is being asked to receive, accept and approve the gift of a Thoroughbred chestnut gelding Quick Camanchee (barn name Duncan) to the Hutson School of Agriculture for student use in the Equine Program.

On behalf of the Marketing and Community Engagement Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, receive, accept and approve the donation of the Thoroughbred chestnut gelding Quick Camanchee, with a value of \$15,000, from Katherine Hatfield of Lakewood, Illinois, for the benefit of the Hutson School of Agriculture Equine Program. Regent Aguiar seconded and the motion carried.

Full Board Action – Gift-in-Kind – Thoroughbred Chestnut Gelding Quick Camanchee – Hutson School of Agriculture Equine Program, 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 Thoroughbred chestnut gelding Quick Camanchee, with a value of \$15,000, from Katherine Hatfield of Lakewood, Illinois, for the benefit of the Hutson School of Agriculture Equine Program. Regent Rudolph seconded and the motion carried unanimously.

Centennial Celebration Update, received

Mr. Touney reported the following:

- Many units across campus have worked together to help plan and execute events for the Centennial Celebration.
- The new centennial logo was shown and has already been displayed in many locations across campus. Appreciation was expressed to Melissa Shown, Graphic Design Manager, for designing the new purposeful and intentional logo. Many concepts were vetted before deciding on the final design but the one presented reflects the logo that can be found on the front doors of Pogue Library.
- Several additional marketing and communication initiatives are underway. Appreciation was expressed to the University Libraries – under Dr. McLaughlin’s leadership, with assistance from Sarah Marie Owens – for producing materials to meet marketing and communication needs.
- The new Racer Centennial website was launched shortly after the beginning of the new year: www.murraystate.edu/centennial. The website was created by Charley Allen-Dunn, Web and Digital Advertising Manager. The website includes historical context, preliminary information on the centennial book and a calendar of events throughout the year. Information on giving opportunities is also included because Murray State’s story began with the spirit of giving which continues today, 100 years later, to benefit students. Photographs depicting the Murray State story over the years are also included by era.
- The social media arena is led by Jen Cline, Associate Director of Marketing and Communication, and she has produced a centennial presence in this regard. Marketing and Communication also collaborates with Mrs. McGinnis and her alumni social media team to ensure a centennial presence there as well. When sharing memories from their time at Murray State, individuals should use #MurrayState100.
- An Asset Toolkit has also been developed to be utilized by all across campus. This includes social media messaging and imagery that individuals can use on their own email and other social media platforms within their units while ensuring messaging consistency.
- Public relations and special publications include the spring *Blue and Gold* alumni magazine which will include a centennial feature. This magazine is not only sent to alumni but also prospective students and is part of the overall Yield Marketing Strategy. The University has a great working relationship with many media outlets and they have already been sharing great stories associated with the centennial. These outlets include the *Murray State News* and their assistance in this regard is appreciated.
- Signage is also part of the centennial celebration. Work is almost complete on updating approximately 200 light pole banners across campus featuring the centennial logo, with 30 of them recognizing notable key individuals in Murray State’s history – such as Rainey T. Wells, Mary Ford Holland and Racer One, as examples. Those banners are scheduled to start being installed on campus next week.
- The Marketing and Communication office wants to assist as much as possible with highlighting the University’s centennial in all areas across campus. Such efforts include the light pole banners just mentioned, a social media campaign thanking alumnus Dennis Jackson and retractable banners like the ones present today that will be displayed in many locations across campus throughout the year. The Print Design team has done a great job in this regard and appreciation was expressed to Tobie Tubbs, Printing Manager.

Mrs. McGinnis reported the following:

- Alumni Relations has been working collaboratively for nearly two years with units across campus and throughout the community to bring together a robust acknowledgement of Murray State’s birthday. Since the beginning of the year efforts have been underway to “centennialize” campus. There are already a number of events and activities on campus that celebrate the University’s rich history and tradition and through those events and programs the centennial will be acknowledged. New events will also be created, including an art and history museum exhibit and a theatrical production in May focusing on Murray State’s history.
- A week of centennial activities begins April 15, including an awards luncheon that will celebrate some of the University’s greatest alumni assets.
- The University is also working with the local school systems in hopes of putting together a community celebration over the July 4th weekend to celebrate Murray State’s centennial, Murray Independent School Systems’ 150th anniversary and Calloway County’s 200th birthday and their combined impact for the region.
- Family Weekend in September will include centennial events, as will Homecoming in October with the addition of a new Centennial Gala on Saturday, October 29, 2022.
- An unveiling is being planned for the centennial book “The Finest Place We Know” and the first episode of a Murray State podcast series was recorded this week – Stories from the Finest Place We Know.
- All of these components of the Centennial Celebration represent valuable opportunities for the University to share its story which is one of a very bold beginning. In order to honor that bold beginning and spirit of philanthropy that led to the establishment of Murray State University, a

campaign is underway to raise funds in honor of a new century of impact – the “Give Bold” campaign. Dr. Tina Bernot, Executive Director of Development and Christian Barnes, Annual Giving Director, visualized this initiative. The Office of Development – as part of the spirit of philanthropy – has three goals for the centennial. Those are 100 new 1922 Society members, 100 new endowed funds and 100 new planned gifts for the MSU Foundation. This week has been particularly special with March 8 being the date that the Normal School Act was passed. To date, the “Give Bold” campaign has raised \$170,640. There is a giving link on the centennial website for those who are interested in participating.

Vice Chair Tharpe expressed appreciation to Mr. Touney and his staff for all the work they do. There has been a tremendous change in the Murray State website over the last couple of years and that does not happen without a great deal of hard work. He believes the University is headed down the right trail in this regard.

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

Adjournment

The Marketing and Community Engagement Committee adjourned at 3:25 p.m.

Staff Perspective Survey Report, received

Regent Evans reported that the annual Staff Perspective Survey is administered to all staff at Murray State University to gain insight on areas for improvement, as well as to establish priorities for Staff Congress. She introduced members of the Staff Congress Executive Committee, including Dr. Wilson (President); Trish Lofton (Treasurer), Administrative Assistant I, Curris Center and Matt Jones (Vice President), Coordinator of Domestic Graduate Recruitment and Retention, who reported the following results from the 2020-21 Staff Perspective Survey:

- Appreciation was expressed to President Jackson and the Board for the opportunity to present these results today in terms of what staff are feeling and experiencing. Appreciation was also expressed to all staff members for the tremendous job they do in keeping this University running and to faculty for their support of Murray State students.
- One of the most important functions of Staff Congress – and what it is charged to do – is to keep the President and management informed of issues that impact staff and this is reflected in the *Bylaws* and all governing documents for this constituency body. All take this work very seriously.
- Over the last several years there has been a steady decline in the numbers of staff on campus by approximately 500 positions. Staff feel as though they are doing more work with less hands working. Six major topics resulted from the Staff Perspective Survey and those will be outlined. Staff understand the challenges that Murray State and this Board face. It is the Executive Committee’s responsibilities to present the issues identified to the administration because they represent the sentiment of staff and not personal opinions.
- Tuition Waivers – According to the 2020-21 Staff Perspective Survey, over 18 percent of staff comments specifically referenced the preservation or reinstatement of tuition waiver benefits. Tuition waivers were utilized during the hiring process as a method to attract high-quality staff and faculty and to emphasize the importance of professional growth and development for all current and future employees. It is important that all employees – full-time, part-time – and retirees and their dependents have the opportunity to realize the full breadth of the tuition waiver benefits. Individuals dedicate a significant portion, if not all, of their professional life to Murray State University. As stated in the Resolution of Support submitted to the administration on February 16, 2022, the staff affirmed the continued preservation of tuition waiver benefits for faculty and staff, retirees and dependents, support the inclusion of course fees within those tuition waiver benefits and request that the policy on tuition waivers be amended to include tuition waiver benefits for retirees and part-time employees hired prior to July 1, 2018.
- University Closure Policy – There were several comments on the 2020-21 Staff Perspective Survey that dealt with flexible and remote work options but there were also some comments about University closings. *Section 3.B, Item 6 of the Personnel Policies and Procedures Manual* addresses unscheduled University closings. The responses to the survey mostly relate to how staff are paid for these unscheduled closings. There have been two recent University closings but during one closing offices remained open. Staff would like for there to be a policy in place to govern what this really means and what is expected from them, in addition to addressing technology needed at home for staff so they can work remotely during closures.
- Flexible and Remote Work – In the 2020-21 survey, staff were asked whether they performed remote work at any point during the last year. Of the respondents, 86 percent reported that they performed remote work. Following this question, staff were asked to rate their remote work experience. According to the results, 71.6 percent strongly agreed or tend to agree that working remotely was a favorable experience. A total of 78.6 percent of staff responded that they strongly agree or tend to

agree with the continued development of remote and flexible work options. Staff commented that their remote work arrangement had a positive impact on both their professional productivity and personal well-being. The comments also highlighted challenges, including issues of unequal workload and a lack of adequate tools to perform their job remotely. Technology was not available for some staff because they simply cannot afford it but their duties required it and they did not have a computer at home and could not afford to purchase one.

- Hiring and Filling of Vacancies on Campus – According to the 2020-21 survey, 39.74 percent of respondents indicated they tend to disagree that vacancies are filled in a timely manner, 22.7 percent responded strongly disagree, 25.76 percent indicated they tend to agree and only 6.99 percent indicated they strongly agree. The timely filling of vacancies across campus has been a point of conversation for quite some time as staff feel it often takes months to fill a vacant position on campus – for both faculty and staff vacancies – and this puts undue pressure and strain on remaining staff members because they are asked to complete their original duties, plus the duties of the vacancy, often without additional compensation for the increased workload. With slow hiring practices, the University misses out on being able to attract high-quality staff members because they have accepted positions in other organizations or are no longer interested in Murray State. It is critical for the University to examine hiring practices to help reduce the time it takes to fill a vacant position.
- Advancement Opportunities – Staff were asked to rate their satisfaction with advancement opportunities at the University. According to the results, 29.6 percent of respondents strongly disagreed, 21.5 percent tend to disagree, 8 percent strongly agree and 40.9 percent responded that they tend to agree with satisfaction relative to advancement opportunities. Staff comments reflected feelings of stifled ambition and frustration with inequitable opportunities for promotion, transfer and a lack of salary increases.
- Cost-of-Living Adjustment – This has been the number one concern among staff for several years. In terms of priorities respondents had for Staff Congress, 42 percent identified pay raises as their top priority that needed to be addressed. Between 2011 and 2021, the national cost-of-living adjustment increased 22.4 percent, for a yearly average of 2.4 percent. During the same period, Murray State raised salaries at a yearly average of 1.3 percent. It is also important to note that current projections are for the cost-of-living for 2023 to increase by 6 percent or higher. Staff understand that providing raises is not easy because 1 percent represents over \$800,000.
- The Executive Committee has an obligation to let the administration know that staff support them but feel they at least need to have some dialogue on the key issues just outlined, even if it is to explain why the University cannot meet these needs, because staff would at least know they are being heard and there is discussion occurring in this regard.

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

Personnel Changes

Faculty Sabbatical Leaves and Faculty Leave of Absence without Pay, approved

Provost Todd reported that the Sabbatical Leaves and Faculty Leave of Absence without Pay, as described below, have been recommended by all appropriate recommending levels and no students will be displaced as a result of this action.

Faculty Sabbatical Leaves

| | | |
|-------------------------|--|--------------------------------|
| ◆ Stephen Lacewell | Economics and Finance | Fall 2022/Full Salary |
| ◆ Tanya Romero-Gonzalez | Global Languages and Theatre Arts | Fall 2022/Full Salary |
| ◆ Jie Gao | History | Fall 2022/Full Salary |
| ◆ Stephanie Rea | Music | Spring 2023/Full Salary |
| ◆ Alexandra Hendley | Political Science and Sociology | Spring 2023/Full Salary |
| ◆ Diane Nititham | Political Science and Sociology | Fall 2022/Full Salary |
| ◆ Michael Flinn | Biological Sciences | Fall 2022/Full Salary |
| ◆ Kate He | Biological Sciences | Spring 2023/Full Salary |
| ◆ Maeve McCarthy | Mathematics and Statistics | Spring 2023/Full Salary |

Faculty Leave of Absence without Pay

| | | |
|---------------------|-------------------------------|--------------------------------|
| ◆ Joshua Easterling | English and Philosophy | 2022-2023 Academic Year |
|---------------------|-------------------------------|--------------------------------|

Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, grant the requests for Faculty Sabbatical Leaves and the Faculty Leave of Absence without Pay for the individuals and periods indicated above. Regent Fitch seconded and the motion carried unanimously.

Salary Roster, approved

President Jackson reported that in compliance with state statute and the responsibilities of the University Treasurer as identified in the *Bylaws* of the Murray State University Board of Regents, the attached Salary Roster outlines the amount paid to each professor, teacher or official of the school. The Salary Roster is presented to the Board at the meetings following June 30 and December 31 each year.

Regent Aguiar indicated that it was obvious the three individuals from Staff Congress who just presented the results of the Staff Perspective Survey were nervous but they outlined a lot of staff concerns. From his point of view, there was no dialogue from the Board in this regard. They talked about how devoted staff are to this University and he read the results of the survey in their entirety and has been waiting all day for discussion on this topic to occur. These are the individuals who make this University tick every day and he wanted to read what they had to say. There were many comments that were disturbing about pay. He feels bad because the Board had a nice lunch today and is committing to big expenditures but these individuals will read the minutes of this meeting and won't find any discussion in regard to their concerns. He asked why the Board is not talking about the results of the survey.

Chair Crigler indicated that the issue was open for question when it was presented and no comments were made at that time. Regent Aguiar asked how this Board can address the fact that there appears to be a number of individuals who expressed their needs are not being met. The University must take care of its people and if there is dissent among 25 percent of staff, the mechanism to address those needs should be identified so results are not the same next year. All staff have requested is an acknowledgement and discussion of the issues to know how the University is going to address those concerns. President Jackson added that he regularly attends Faculty Senate and Staff Congress meetings. These are two bodies as part of the shared governance process where these issues are discussed. Every year as part of the budget process, there are also a number of shared governance committees where COLA adjustments and benefits are discussed, such as through the Insurance and Benefits Committee which is composed of faculty and staff. There are mechanisms in place to discuss the items identified in the Staff Perspective Survey and they do not go undiscussed, unnoticed or unrecognized.

Regent Shemberger reported that the Staff Perspective Survey results are available publicly and she has shared those with the faculty. She sends an email twice a month to share with faculty what occurs during the meetings just noted by President Jackson. After sending the Staff Perspective Survey results, she received approximately 8 to ten emails back from faculty members. In many ways the survey results amplified faculty concerns as well. There are disagreements which occur during the meetings mentioned but understanding is usually accomplished but this does not mean concerns are disregarded. Overall, the process is frustrating but a determination must be made on those issues that can be worked on to make small improvements. Regent Evans echoed this sentiment and what was presented today was only the top six concerns of staff. It is no surprise COLA will remain a concern but while some of the other issues staff identified are being discussed, especially as a result of the pandemic, frustration remains with others.

Chair Crigler added that all must be realistic in regard to the constraints that are placed on the University as 70 percent of income is from tuition and 70 percent of expenditures are related to personnel. In order to raise expenses, that forces a raise on tuition as well. The Board must balance these interests, especially since the CPE caps how much tuition can be raised.

Regent Shemberger indicated the Board is rightfully concerned about facility assets but many are also concerned about the human assets of the University. President Jackson and his team receive a lot of discussion and how they balance that is amazing. At the end of the day all are very fortunate to have gone through a pandemic without anyone losing their job because this has occurred at sister institutions in the Commonwealth. These small wins keep her moving forward as a faculty member but the concerns identified must continue to be discussed and human asset preservation should also remain a focus.

Regent Aguiar added that in reading through the survey comments, it was clear relative to the bottom tier that current compensation for these individuals makes it very difficult for some families to survive, especially given current inflation. An overwhelming number of concerns

tended to be identical and this Board must acknowledge there may be an issue, especially with regard to salaries, and determine what can be done in this regard. The University is doing a great job on so many fronts but one of the reasons that is occurring is employees are busting their tail for this University every single day and Murray State needs to make sure it is taking care of these individuals. Regent Waldrop added that the employee side of the ledger has grown exponentially in terms of not just salaries but benefits, healthcare and pension expenditures while salaries have not. This represents a tough act to balance. Regent Aguiar stated that the comments presented reflect that employees love their job but do not know whether they can keep living on the salary provided. The University is obviously creating an environment where the vast majority of individuals who identified salaries as an issue are still very happy in terms of job satisfaction. Regent Evans expressed appreciation to Regent Aguiar for his comments and to the Board for their discussion. Survey results back to 2016 are available on the Staff Congress website and provide a historical picture of what has been occurring.

Regent Owens indicated there is no question the administration wants to provide the best pay and benefits for staff and faculty but there are a lot of mitigating circumstances beyond the administration's control and those weigh on its ability to do those things. There were no layoffs or reduction of benefits during the pandemic for faculty and staff and this represents something that was within the control of the administration. Those who are running private businesses face the same constraints, issues and concerns on a recurring basis. President Jackson and the administration are doing the best they can with the hand that has been dealt to them through their work in the General Assembly and with stakeholders.

Regent Evans indicated she would be remiss if she did not point out that there has been a reduction in benefits for faculty and staff. There have been at least twelve benefits that has been reduced or eliminated since 2015 and her predecessor – Phil Schooley – brought this up at a Board meeting at one point. All have been fortunate over the past two years of the pandemic but there has been a reduction in faculty and staff benefits and this has impacted morale and an individual's ability to work one job at Murray State. Many individuals have taken on multiple jobs just to afford rent and gas. She acknowledged the challenges this Board and President Jackson face but there are issues on the list which can be addressed. Discussions can occur on how to address flexible and remote work, as well as filling vacancies. These are practical issues and conversations can occur now in this regard. Regent Owens clarified that since his tenure on the Board there has been no reduction in benefits of any kind and benefit enhancement has been a consistent topic of discussion.

Chair Crigler added that the fact the University went through the past two years with no reduction in employees is not just fortunate. A deliberate decision was made by the administration and management to tighten the belt as much as possible in other areas to try to continue to keep people employed during the pandemic. A number of institutions and organizations took the opportunity the pandemic presented to reduce their workforce. It has been a very tight job market and he would be interested to know how many of the low placements mentioned earlier are a result of that versus a lot of red tape and he is willing to discuss this with Regent Evans offline. Regent Evans further indicated that the acknowledgement itself is very valuable and speaks volumes. Appreciation was expressed to the Board for hearing the concerns presented.

Vice Chair Tharpe moved that the Board of Regents, upon the recommendation of the President of the University, approve the Salary Roster as of December 31, 2021, which includes new employment, retirements, resignations and terminations. Regent Owens seconded and the motion carried unanimously.

(See Attachment #11)

Policy Changes

President Jackson reported that two new policies and benefits are being put in place for faculty and staff. This represents the second reading of the *Paid Parental Leave Policy*. The first reading of the amendment to the *Bereavement Leave Policy* is also being submitted to the Board for approval.

New Personnel Policies and Procedures Manual Section IV P – Paid Parental Leave Policy and Resulting Changes to Section IV C – Sick Leave Policy and Section IV M – Family and Medical Leave Policy (second reading), approved

Director of Human Resources Courtney Hixon reported that the *President's Task Force on Work-Life Balance* Parental/Family Leave Subcommittee proposed a Paid Family Leave Policy. After an institutional review of the proposal and comparative research of 16 Kentucky and/or Ohio Valley Conference member institutions, a proposed Paid Parental Leave Policy was developed. In addition, the policy was presented to and recommended by the University's Faculty and Staff Insurance and Benefits Committee. The second reading of this policy is being presented today for Board approval. It will then become official University Policy.

Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached new *Personnel Policies and Procedures Manual Section IV P – Paid Parental Leave Policy* and the resulting changes to *Section IV C – Sick Leave Policy* and *Section IV M – Family and Medical Leave Policy*, effective April 1, 2022. Regent Fitch seconded and the motion carried unanimously.

(See Attachment #12)

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

Mrs. Hixon reported that policy changes being advanced today 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 name of the policy is also being changed from funeral leave to bereavement leave.

The revised *Bereavement Leave Policy* extends the current policy to add foster children, grandparents, grandchildren or other qualifying adult (to describe the domestic partnership) to section one that provides three days of paid leave, 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. Confirmation was provided that this policy has not been revised in 25 years.

Regent Shemberger reported that the Insurance and Benefits Committee worked very hard on this policy revision and Regent Evans spearhead the subcommittee undertaking this work. The changes being recommended make the policy more inclusive.

Vice Chair Tharpe 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 Rudolph seconded and the motion carried unanimously.

(See Attachment #13)

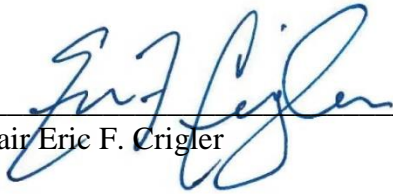
Supplemental Materials, received

President Jackson reminded the Board that supplemental materials in the eBoard book include the "Good News" Report (Winter 2022); Quarterly Branding, Marketing and Communication Report (October – December 2021) and Sponsored Programs – Grants and Contracts Report.

Other Business/Adjournment

There being no further business to come before the Board, Chair Crigler indicated he would entertain a motion for the Board of Regents Quarterly and Committee meetings to adjourn. Regent Fitch so moved, seconded by Regent Gray, and the motion carried unanimously. Adjournment was at 4:10 p.m.


Secretary Jill Hunt


Chair Eric F. Crigler

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