



**MURRAY STATE UNIVERSITY**  
**Office of the President**

August 29, 2025

Via email: [Christy.Glass@kylegislature.gov](mailto:Christy.Glass@kylegislature.gov)

Legislative Research Commission  
700 Capital Ave.  
Frankfort, KY 40601

Dear Ms. Glass:

This report is provided pursuant to §17 of House Bill 4 passed during the 2025 legislative session.

- (a) The Act requires a detailed description of the institution's compliance with each provision of this Act applicable to institutions that certifies the status of the institution's compliance with each provision, the steps taken by the institution to achieve compliance with each provision, and the guardrails put in place to ensure future compliance with each provision.
1. Murray State University is compliant with each provision of the Act to the best of my knowledge considering that a comprehensive university is a complex learning, living and working environment where new employees and students are continually being added to the campus community.
  2. Murray State University has carefully reviewed the new requirements outlined in House Bill 4 from the 2025 legislative session. The President's Executive Council addressed House Bill 4 throughout the 2025 spring semester, and individual meetings were held with many campus offices regarding compliance with the new statute.
    - i. Policies and procedures related to House Bill 4 were revised to ensure that they do not permit or condone differential treatment based on religion, race, color, sex or national origin.
    - ii. The University has not and will not discriminate in student admissions decisions based on religion, race, color, sex or national origin.
    - iii. The University has reviewed its list of scholarships to identify any scholarship criteria that may not be consistent with House Bill 4. As of June 27, 2025, the University is notifying donors regarding any legacy

scholarship funds requiring attention. The University is also restructuring certain affinity groups including alumni groups.

- iv. The University does not provide preferential consideration for vendors or contractors based on religion, race, sex, color or national origin.
  - v. The University does not make student housing assignments in a manner that is not consistent with House Bill 4.
  - vi. The University general counsel must authorize investigations and hearings where bias incidents are alleged.
  - vii. The University is monitoring expenditures to ensure that (1) payments are not processed for services, programs, or diversity initiatives that provide differential treatment; and (2) training programs, including travel expenses, are not purchased or provided that are inconsistent with the House Bill 4 due to the incorporation of discriminatory concepts in the training curriculum.
    - 1. The University does not maintain a DEI office, does not employ a DEI officer, does not provide DEI training containing discriminatory concepts, or establish or maintain diversity initiatives as defined by the Act.
  - viii. Internal practices related to tuition reductions or scholarships have been reviewed to ensure that there is no differential treatment provided based on religion, race, color, sex or national origin.
  - ix. The University does not require or solicit a pledge or statement for employment or admission regarding views on religion, race, sex, color or national origin.
  - x. Students are not required to enroll in courses where the primary purpose is to indoctrinate students with a discriminatory concept nor is any member of the campus community required or incentivized to attend training containing discriminatory concepts as defined by the Act.
  - xi. The University is steadfastly committed to freedom of speech, academic freedom and the freedom of the press and abides by the exemptions listed in §2 of the Act.
  - xii. The University's governing board adopted a policy on viewpoint neutrality prior to June 30, 2025.
- 3. The guardrails put in place by the University include regularly educating the campus community about illegal discrimination and harassment. In addition, a University Board of Regents resolution adopted on June 6, 2025 states (regarding §2 and §15 of House Bill 4 specifically) "in the event a matter of noncompliance is brought to its attention that it will discuss with the University President in order to ensure prompt compliance."

(b) The Act requires a detailed description of the institution's strategy for attracting and retaining faculty members with diverse perspectives and points of view.

- 1. Faculty positions are posted externally and position advertisements include the following statement: Equal Opportunity Employer/AA. Murray State University

does not discriminate based on race, color, national origin, sex, gender, identity, sexual orientation, religion, age, veteran status, disability or political or social viewpoint. All qualified applicants are encouraged to apply. Screening committees are reminded to broadly recruit candidates and to treat each candidate fairly.

(c) The Act requires a description of the institution's strategy for fostering a campus environment where the free exchange of ideas is a prized value and where ideas can be freely discussed and debated in accordance with First Amendment principles and without intimidation.

1. The free exchange of ideas is highly valued at Murray State University. The University adopted a policy that both endorses intellectual diversity and also prohibits discrimination based on political or social viewpoint. The anti-discrimination policy is disseminated on the first Friday of each semester to all students, faculty and staff through the University's Office of Equal Opportunity. The policy is also placed on campus posters and maintained on the office website. In addition, students, faculty and staff enjoy the ability to engage in free speech and free expression in the outdoor areas of campus without being required to reserve an area of campus for such activities.

Sincerely,

A handwritten signature in blue ink, appearing to read "Ron K. Patterson", with a stylized flourish at the end.

Ron K. Patterson, Ed.D.  
President

cc: Kevin Grout (kevin.grout@ky.gov)  
Chief of Staff, Office of the Attorney General  
Commonwealth of Kentucky