Minutes of the Quarterly Meeting of the Board of Regents **Murray State University** June 7, 2024

Call to Order/Roll Call

The Murray State University (MSU) Board of Regents met on Friday, June 7, 2024, in Quarterly and Committee Session in the Jesse Stuart Room in Pogue Library on the Murray State University main campus. Chair Leon Owens called the meeting to order at 8:30 a.m. and welcomed those joining in person and via livestream. Secretary Jill Hunt called roll and the following Board members were present: Robbie Fitch, Virginia Gray, Ellie McGowan, G. L. Ovey, Leon Owens, Matt Price, Emily Roark, Melony Shemberger, Tom Waldrop and David Wilson. Absent: David Meinschein.

Participants in the meeting were: Robert L (Bob) Jackson, President; Jill Hunt, Senior Executive Coordinator for the President, Coordinator for Board Relations and Secretary to the Board; Tim Todd, Provost and Vice President for Academic Affairs; Jackie Dudley, Senior Vice President for Finance and Administrative Services and Treasurer to the Board; Don Robertson, Vice President for Student Affairs and Enrollment Management; Bob Pervine, Senior Associate Provost; Renee Fister, Associate Provost; Ashley Ireland, Assistant Provost and Director for Online Learning; Roslyn White, Assistant Vice President for Enrollment Management; Robert Miller, General Counsel; Cami Duffy, Executive Director of Institutional Diversity, Equity and Access/Title IX Director; Courtney Hixon, Director of Human Resources; Jason Youngblood, Director of Facilities Management; Shawn Touney, Executive Director of Marketing and Communication; Jordan Smith, Executive Director for Governmental and Institutional Relations; Academic Deans; faculty, staff and students; Information Technology specialists and members of the general public and news media.

AGENDA

Call to Order **Chair Owens**

Secretary Hunt Roll Call

Public Participation Chair Owens

Consent Agenda

Chair Owens/President Jackson

- Minutes of the Quarterly Meeting and Committee Meetings of the Board of Regents March 1, 2024*
- В. Report of the Registrar (May 2024 Conferral of Degrees)*
- **Audit and Compliance Committee (For Information Only)** C.
 - Office of Internal Audit Summary of Presidential Travel Report
- D. **Finance Committee (For Information Only)**
 - **Personal Services Contracts Schedule of Expenditures**

Report of the Chair

Chair Owens

Summary Report Regarding the Performance of the President and Chair Authorization to Execute an Amended Contract of Employment – Robert L Jackson*

Report of the President

President Jackson

Report of the Treasurer*

Sr. Vice President FAS Dudley

(Quarterly Financial and Investment Reports)

Board Development: Performance Funding Overview Associate Provost Fister

(For Information Only)

Evergreen Study – Compensation Review Plan*

Director Hixon

Committee Reports/Recommendations

- A. Academic Excellence and Scholarly Activities Regent Shemberger
- 1) Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) and Quality Enhancement Plan (QEP) Update (For Information Only)
- 2) Academic Program Changes*
- 3) 2024 Board of Regents Teaching Excellence Awards*
- 4) Professor Emeritus Designations*
- B. Athletics Chair Owens
- 1) Personnel Changes Contract of Employment Extensions
 - a. Director of Athletics Nico Yantko*
 - b. Head Women's Basketball Coach Rechelle Turner*
 - c. Head Men's Golf Coach Jacob Miller*
 - d. Head Baseball Coach Dan Skirka*
 - e. Head Rifle Coach Alan Lollar*
 - f. Head Women's Tennis Coach Jorge Caetano*
- 2) Resolutions of Appreciation
 - a. Director Adam Kiesler and the Track and Field and Cross Country Team*
 - b. Coach Jorge Caetano and the Women's Tennis Team*
 - c. Coach Dan Skirka and the Baseball Team*

C. Audit and Compliance

Regent Waldrop

11 a.m. (approx.) Break for Station 74 Tour and Ribbon Cutting

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

1 p.m. (approx.) Reconvene

D. Buildings and Grounds

Regent Roark

- 1) Facilities Management and Campus Improvement Projects Update (For Information Only)
- 2) Disposition of Structures:
 - a. College Courts 100, 200, 300 and 400 (Buildings #0007, #0008, #0009 and #0010*
 - b. West Farm Silo 1 (Building #0203) and Beef/Dairy Barn (Building #0231)*
- 3) Program Statements
 - a. Veterinary Sciences Building*
 - b. Learning Commons with Residence Hall Rooms*
 - c. Blackburn Window Replacements*
 - d. Wrather Hall Exterior Envelope Improvements*
 - e. Central Plant Chiller #2 Replacement and Chilled Water Upgrades*
- E. Enrollment Management and Student Success Regents Meinschein and McGowan
- 1) Enrollment Management Update Report (For Information Only)
- F. Finance Regent Fitch
- 1) 2024-25 University Budget, Executive Summary and Salary Roster*
- 2) Establishment of the Bill and Merry Garrett Endowed Professorship in Veterinary Sciences Quasi-Endowment Match*
- 3) Establishment of the Bill and Merry Garrett Veterinary Sciences Scholarship Quasi-Endowment*
- 4) Establishment of the Bill and Merry Garrett Veterinary Sciences Scholarship Quasi-Endowment Match*
- 5) Establishment of the Bill and Merry Garrett Fund for Excellence Quasi-Endowment for the Hutson School of Agriculture*
- 6) State Endowment Matching Fund Request*
- 7) Projects Approval*
- 8) Personal Services Contracts*
- G. Legislative and Economic Development Vice Chair Gray
 - 1) Legislative Update (For Information Only)

H. Marketing and Community Engagement

Regent Price

1) Gift-in-Kind – Travel Expenses for Head Football Coach Jody Wright*

NOTE: Full Board action will follow Committee action.

2024-25 Faculty Promotion Recommendations*

President Jackson

2024-25 Faculty Tenure Recommendations*

President Jackson

Personnel Changes

President Jackson

A. Reaffirmation of General Counsel Appointment – Robert L. Miller*

Policy Changes

President Jackson

- A. Policy on Academic Honesty New Academic Honesty Appeal Procedure *Academic Bulletin* (second reading)*
- B. New Board of Regents Policy Manual Section 1.8 Posthumous Degree Policy (second reading)*
- C. Faculty Handbook Section 3.6.2. Office of the Registrar Course Syllabi Policy Revisions (For Information Only)
- D. Faculty Handbook Section 3.6.4. Office of the Registrar Grade Reporting Policy Revisions (first reading)*
- E. Personnel Policies and Procedures Manual Policy III E Pay Plan (first reading)*

Resolutions of Appreciation

President Jackson

- A. Retiring Faculty and Staff*
- B. Ms. Jeanie Morgan*
- C. Ms. Ellie McGowan*
- D. Vice Chair Virginia Gray*

Board of Regents Organizational Materials

Chair Owens

- A. 2024-25 Election of Board of Regents Officers and Reaffirmation of Treasurer*
- B. 2024-25 Board of Regents Meeting Dates*

Supplemental Materials (For Information Only)

President Jackson

- A. "Good News" Report (Spring 2024)
- B. Quarterly Branding, Marketing and Communication Report (January March 2024)
- C. Sponsored Programs Grants and Contracts Report
 - Awards by College/Department
 - Awards by Funding Source

Other Business

Chair Owens

Adjournment

Chair Owens

(*Requires Board of Regents Action)

Public Participation

Chair Owens reported there were no signees for the Public Participation portion of the meeting.

Consent Agenda, approved

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

- Minutes of the Quarterly Meeting and Committee Meetings of the Board of Regents on March 1, 2024*
- Report of the Registrar (May 2024 Conferral of Degrees)* (See Attachment #1)
- Audit and Compliance Committee Office of Internal Audit Summary of Presidential Travel Report (For Information Only)
- Finance Committee Personal Services Contracts Schedule of Expenditures (For Information Only)

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

Report of the Chair

<u>Summary Report Regarding the Performance of the President and Chair Authorization to Execute an Amended Contract of Employment – Robert L Jackson, approved</u>

Chair Owens reported that last year the Board went through an exhaustive evaluation of the President – the 360, four-year review. As part of this process, all University stakeholders were consulted and asked to provide feedback on the performance of President Jackson. This year there was a choice between asking President Jackson to spend two to three weeks preparing a self-evaluation or traveling to Frankfort, Kentucky, to advocate for Murray State University on many of the initiatives to be discussed later today. Chair Owens invoked the latitude available to him and opted to forego Dr. Jackson spending time doing a self-evaluation. Appreciation was expressed to General Counsel Miller for his assistance in this regard and for helping with preparation of the Contract of Employment amendment.

On behalf of the Board of Regents, Chair Owens noted the following:

- ➤ President Jackson's performance has been exemplary in terms of enrollment and retention, maintaining a continued focus on accessibility and affordability and achieving a record freshman class in fall 2023 and the largest headcount enrollment in six years in 2023. President Jackson continues to regularly visit high schools throughout the region and in other communities throughout the state.
- ➤ In regard to the fiscal management of the University, there continues to be a balanced budget and the most recent audit was clean. Leadership was able to provide one of the largest employee salary adjustments in 20 years for Fiscal Year 2023-24 (4.57 percent average) and is recommending another increase today. The Evergreen Study represents the first time anything of this nature in terms of faculty salaries has been done at Murray State.
- This year represented one of the most successful Legislative Sessions in recent memory for Murray State University. Under President Jackson's leadership, working with Executive Director Smith, the University has been able to secure funding for a new Veterinary Sciences building (\$60 million), Living/Learning Commons Residential Hall (\$38 million), Cybersecurity funding for Murray State's Program of Distinction (\$10 million), asset preservation funding (\$47 million) and an inflationary adjustment for employees. President Jackson has positioned the University for continued success in all areas. In particular, his management and direction of financial resources resulted in both stability and growth for the University.
- ➤ The recent Southern Association of Colleges and Schools (SACS) Commission on Colleges (COC) reaccreditation process was successful under the leadership of Senior Associate Provost Pervine.
- ➤ President Jackson also Chairs several committees that he doesn't take credit for, such as serving as Chair of the Council on Postsecondary Education (CPE) Board of University Presidents. This allows Dr. Jackson to be involved in statewide higher education initiatives and planning. He also serves on a statewide CPE Task Force, with performance funding at the top of the agenda for the group.
- ➤ Relative to Racer Athletics, appreciation was expressed to Director of Athletics Nico Yantko for his leadership. President Jackson was instrumental in ensuring there was a first-class Director of Athletics hired at Murray State and the University is continuing to invest in Athletics more than ever before.
- ➤ The University's centennial fundraising efforts are nearing \$80 million of the \$100 million capital campaign goal.

The recommendation is that the Board of Regents, upon the recommendation of the Chair of the Board of Regents, approve the Report of the Chair as it pertains to the President's performance and the President's Employment Contract, as amended and presented, to include any 2024-25 salary increases approved for all University employees, effective July 1, 2024. Regent Ovey so moved, seconded by Vice Chair Gray, and the roll was called with the following voting: Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Mr. Ovey, yes; Dr. Price, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; Dr. Wilson, yes and Mr. Owens, yes. The motion carried.

(See Attachment #2)

President Jackson expressed appreciation to Chair Owens for his kind words. All members of this Board of Regents know him well and that he has a difficult time accepting accolades because they are not his alone. It takes all faculty, staff, students, administrators, this Board and alumni

and friends to make this success happen. Someone must be in the presidential seat and he has that honor but it also takes everyone working diligently, together and unselfishly to reach these successes over the past several years because it is beginning to pay off. The work of all is appreciated because it is a difficult time for higher education and cooperation among all University constituencies is key to navigating these times.

Report of the President

President Jackson reported the following:

- Vice Chair Gray's term on the Board of Regents officially ends on June 30. She is the last member of this Board who hired President Jackson and holds a special place in his heart. He has known Vice Chair Gray for a long time and there is no better Regent who has served. She provided service during a very historic time when a lot of changes have been made and many positive initiatives are underway and continue to move forward. Vice Chair Gray also served during 2020 and 2021, the pandemic period. When she began her tenure on the Board she wanted to be sure the University brought back the glory to Murray State University Rodeo that it experienced for many years. Efforts continue in this regard and many positive improvements are being made to the programs, scholarship initiatives, recruiting and retention strategies and renovations in the William "Bill" Cherry Agricultural Exposition Center. Appreciation was expressed for everything Vice Chair Gray has done and continues to do for the University and all hope to continue to see her often. Vice Chair Gray received a round of applause.
- Appreciation was expressed to Student Regent Ellie McGowan as her term also expires on June 30. He has had the opportunity in his career to work with many Student Regents and she is one of the best. Regent McGowan comes from a long line of Racers and has taken full advantage of everything one can experience at Murray State. All are proud of Regent McGowan and her support of Murray State University is very much appreciated. She helped lead the charge for the renovations which have been undertaken in the Curris Center, including relocating the Center for Student Involvement which houses the Student Government Association (SGA) offices, in a more central location in the facility. All will follow her career with great pride.
- ➤ Student Activities Advisor/Administrative Assistant to SGA Jeanie Morgan has served this University for 48 years and will be recognized later today. Ms. Morgan was also instrumental to the Center for Student Involvement project.
- ➤ The 2024-25 University Budget will also be addressed in detail later today.
- Appreciation was expressed to Senior Associate Provost Pervine who led the charge with regard to the ten-year SACSCOC Reaffirmation of Institutional Accreditation team visit. Appreciation was also expressed to the administration, including Provost Todd and the Provost's Office, Deans and faculty, staff and students. There were no recommendations made by the SACSCOC Reaffirmation Review Team and this represents the second ten-year period for the University to have no recommendations as a result of this process. Appreciation was expressed to all individuals involved with the SACSCOC reaffirmation of institutional accreditation process. The final decision will be made at the December SACSCOC Annual Meeting.
- An important component of the SACSCOC reaffirmation process is the Quality Enhancement Plan (QEP). The QEP focuses on enhancing student mental health services and the process was led by Cochairs Dr. Jamie Rogers, Director and Professor, School of Engineering and Dr. Alyx Shultz, Head and Professor, Agricultural Science in the Hutson School of Agriculture. The QEP will be discussed in greater detail later today.
- ➤ With regard to Enrollment Management, the University was up in headcount over last spring the highest since 2016. The *President's Commission on Retention and Persistence* was led by Co-chairs Assistant Provost Ireland and Director Peggy Whaley, Center for Student Engagement and Success. The overall focus of their work is determining ways to increase the University's retention rate to 80 percent and efforts in this regard continue. Appreciation was expressed to Assistant Provost Ireland and Director Whaley for their efforts leading this *Commission*.
- ➤ In Kentucky, there are still 30 40 percent less Free Application for Federal Student Aid (FAFSA) completions and this is also true nationally. Student Financial Services is monitoring FAFSA concerns nationwide and a great deal of work moving forward will be required in this regard.
- A successful Racer Nation Orientation was held yesterday and another is scheduled for tomorrow. Much work remains with regard to fall enrollment as it is very early in the process.
- Appreciation was expressed to Murray State's legislators who worked closely with the University throughout the Legislative Session. Many Regents travelled to Frankfort to provide assistance with lobbying, being present, attending committee meetings and meeting individually with legislators. Appreciation was expressed to Executive Director Smith for his work in this particular area, along with faculty, staff, alumni, friends and many others. Dr. Brian Parr, Dean of the Hutson School of Agriculture, and his team also played a critical role in the Legislative Session. Appreciation was expressed to two-time MSU alumnus Ronny Pryor who assists with legislative activities in Frankfort as President of Capitol Solutions.
- ➤ With regard to a School of Veterinary Medicine at Murray State, House Bill 400 authorized the University to offer the Doctorate of Veterinarian Medicine (DVM). There are 100 members of the

House of Representatives and 53 of those served as sponsors of this bill, while there were over 20 sponsors of Senate Bill 189. Senate Joint Resolution 170 was then passed and requires an additional study to be done before Murray State would be approved to offer the DVM. The Legislature is also reviewing two additional projects – one from Eastern Kentucky University and one from Western Kentucky University – as both had very specific project requests. Murray State is the only University that had already undertaken a Feasibility Study which will be reviewed even further and enhanced by the CPE, working with a consultant, so it is ready for consideration during the next Legislative Session. MSU alumnus Jack Wolf is Owner of Starlight Racing and has won big races all over the world. He appeared before the Legislature at least twice on Murray State's behalf relative to the thoroughbred horse racing industry and its importance, as well as the critical need for more veterinarians with this field of expertise. Appreciation was expressed to Representative Mary Beth Imes and House Agriculture Committee Chair Richard Heath, as well as others, who have provided attention in this regard.

- The University hopes to close on the purchase of Station 74 which will enhance the housing stock on campus and eliminate some of the challenges with the College Courts housing complex.

 Appreciation was expressed to Senior Vice President Dudley, Executive Director of Auxiliary Services David Looney, General Counsel Miller, Regent Wilson and the housing staff for their efforts and diligent work in this regard. The Board will tour the Station 74 facility later today. Efforts have been underway since before the pandemic to enhance the housing stock on campus.
- Chair Owens outlined earlier projects which were funded during the Legislative Session and renderings for those projects were also provided. In 1997, higher education reform was undertaken and Murray State's Program of Distinction was Cybersecurity. Over the past year, the University experienced record enrollment in this area. The Full-time Freshman class was up 30 percent over the previous year in Cybersecurity and Network Management. Appreciation was expressed to Dr. Michael Ramage, Director of the Center for Computer and Information Technology and Center for Cybersecurity and Network Management. Faculty and staff just held the largest Security Matters conference in the University's history. Appreciation was also expressed to Dr. Claire Fuller, Dean of the Jesse D. Jones College of Science, Engineering and Technology, for her support of this program. The \$10 million appropriation received during the Legislative Session will be utilized to renovate the Martha Layne Collins Industry and Technology building. This work will include new equipment and initiatives to advance Cybersecurity programs even further. Last summer/early fall President Jackson, Executive Director Smith, Director Ramage, Dean Fuller and Director Rogers toured approximately 25 legislators through that facility. Some legislators were on campus for the Governor's Scholars Program while others were specifically invited to tour the facility. Many had never been to Murray State before but the importance of the Cybersecurity program was clear to these individuals and this helped greatly in terms of advancing the initiative and security appropriations for
- The University visits Washington, DC, often and many meetings have taken place with legislators and the United States Department of Agriculture regarding the School of Veterinary Medicine at Murray State which resulted in grants and appropriations and photos in this regard were provided. The University also secured a \$1.1 million grant for the MSU Police Department. Congressman James Comer wrote a letter of support for a School of Veterinary Medicine at Murray State University and sent it to every legislator in the Commonwealth. Congressman Comer also made many calls on behalf of this initiative. He is the former Commissioner of Agriculture and has a great deal of influence in this particular area. Senator Rand Paul also wrote a letter of support to every member of the Legislature for a School of Veterinary Medicine at Murray State University.
- ➤ The Board will receive an extensive Facilities Management update but Director Youngblood and Angela Lampe, Associate Director of Facilities Design and Construction, and their teams do a phenomenal job making updates, monitoring new projects and facilitating demolitions there are approximately 200 projects currently underway on campus. The Memorial Day storm that came through the area caused quite a bit of damage on campus. The Facilities Management team, along with the University's contractor for custodial and grounds work SSC, were on campus immediately and within 48 hours campus looked like nothing had happened and appreciation was expressed in this regard.
- ➤ The American Association of State Colleges and Universities the national body overseeing public, comprehensive and regional universities recognized Murray State nationally for enhancing retention through the Dual-Advising Model as well as for the work of the *President's Commission on Retention and Persistence* co-chaired by Assistant Provost Ireland and Director Whaley who are doing good work in this respective area. Photos of various recruiting and retention events were shown and outlined. A new *Presidential Grant Program* for academic departments to be initiated during Fiscal Year 2024-25 was outlined.
- ➤ The Board will be asked to approve the Fiscal Year 2024-25 budget. The budget is balanced and forward-looking and appreciation was expressed to all undertaking this work. Efforts must continue to invest in people and a report on the Evergreen Study will be presented. Focus will remain on academic quality with the establishment of new/enhanced programs and reviewing low/no enrollment courses or graduation programs. Access and affordability are key components of this work, as is student recruiting and retention, coupled with student success initiatives. Information was provided and outlined on the transparency of the budget process.

- ➤ The Board will receive a report later today from Associate Provost Fister with regard to the Performance Funding Model and work that has been undertaken by the Work Group over the past several years.
- Appreciation was expressed to Director Yantko and his staff. Tennis was Murray State's first program to win a Missouri Valley Conference Championship and then compete in the National Collegiate Athletic Association Tournament. This has also represented a record fundraising and scholarship year for Racer Athletics. All were asked to remember that 50 percent of the Athletics budget is funded independently through sponsorships and private donor dollars. Great changes have been made in this particular area over the last couple of years under the leadership of Director Yantko.
- ➤ Appreciation was expressed to Executive Director of Development Tina Bernot and the Office of Development with regard to the Centennial Campaign that has raised \$82.2 million to date. The Board will be asked to approve *Bucks for Brains* funding opportunities later today and a record estate gift is in process. Appreciation was expressed to donors, alumni and friends as all are setting fundraising records.
- Regent McGowan provided an update in regard to the Student Government Association. The first thing she did as part of SGA was to serve on the Curris Center Refresh Committee as a freshman. She is proud to be able to sit at the Board table to see how the work of that Committee came to fruition over the past four years. She appreciates everyone on this Board for what they do for the students of Murray State. Many improvements have been made to SGA over the years and she is excited about the future. Regent McGowan introduced newly-elected Student Government Association President and Student Regent Brendan Hawkins. Mr. Hawkins received a round of applause. She has nothing but confidence and excitement that Mr. Hawkins and his team will do an excellent job.

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

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

Senior Vice President Dudley reported that Kentucky Revised Statute 164.420 stipulates "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." The third quarter financial statements being considered today were provided in the Board materials, along with the dashboard which was highlighted.

Senior Vice President Dudley reported that cash is down slightly and the University has experienced this each quarter as it is using some of its bond proceeds for many projects that are currently underway. Accounts Receivable are down slightly due to the work of Student Financial Services getting scholarships awarded and MSU Foundation scholarships from third parties. Working capital is down. The components of working capital are receivables and inventory. The University does not carry a lot of inventory and this is primarily related to facilities and bookstore inventories.

There is a substantial increase in net position. Each quarter pension numbers are estimated for the purpose of presenting a quarterly report to the Board. Prior estimates have followed a typical formula with an average process and over time that is increasingly difficult to estimate. This represents a large swing due solely to the estimates and will be realigned on the June financial statements.

The Education and General Revenues and Expenditures numbers presented are without the pension adjustment estimates and show that revenue is almost even with budget. Education and General Revenues and Expenditures are slightly less than budget which is where they are expected to be at this point in time. This represents a better indicator of where the University is as of the third quarter as opposed to looking at the net position number with the pension estimate included. Auxiliaries has met its revenue budget and this is positive and can be tied to the enrollment initiatives which have been put in place.

Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, accept the attached quarterly unaudited Financial and Investment Reports for the period of July 1, 2023, through March 31, 2024. Regent McGowan seconded and the motion carried.

Board Development: Performance Funding Overview, received

The Board of Regents received a performance funding overview from Associate Provost Fister with the following highlights:

- The value added to higher education by faculty, staff and students makes a difference each and every day. That difference is made through teaching and learning that occurs at this University. Appreciation was expressed to the Board for their leadership and guidance in this process.
- ➤ How value added connects to performance funding is that teaching and learning deal with progression, moving toward graduation and seeing students have a successful career. Performance funding is based on progression into graduation that includes student success (40 percent), student credit hour production (30 percent) and operations support (30 percent). President Jackson and Executive Director Smith are to be commended for their work with the Performance Funding Work Group as many difficult conversations have occurred. Senior Vice President Dudley was also involved in this work with the university Presidents and the Council on Postsecondary Education, as were Provost Todd and Assistant Provost Ireland.
- Appreciation was also expressed to the Kentucky Legislature. The overall Performance Funding Model received \$97 million in Fiscal Year 2024 in performance funding dollars and there is a total of \$105 million for Fiscal Year 2025 and \$115 million for Fiscal Year 2026. Performance funding is the only other funding mechanism the University has to receive additional dollars above the state appropriation and the better the University can perform in this regard the more assistance it can provide to students. Each of the metrics that are part of the Performance Funding Model are based on a three-year rolling average of the most recent years of finalized data.
- ➤ The Student Success component was changed to 40 percent in this Legislative Session from 35 percent previously due to a change in the definition of underrepresented students for this year solely. The Legislature will meet again during the summer with President Jackson and the Work Group. The percentage impact of various measurements that influence the different Performance Funding Model components were outlined. With regard to Student Credit Hour Production, the values associated with non-resident credit hours and adult learners led to significant and beneficial changes for the University. Operations Support has not changed since the last iteration of this model and this is unfortunate as dual credit students are not included as part of the Performance Funding Model.
- ➤ Performance funding weights have been developed for each of the metrics for both research and comprehensive universities based on averages. The multiplier average for the comprehensive universities is 1.00000 but is higher for the research universities, creating a multiplier effect that regional, public institutions must make up. Murray State had a 54 percent increase in its performance funding this year, the highest among all public comprehensive institutions, and appreciation was expressed to all in this regard.
- ➤ President Jackson stated that although the state and Legislature want to grow the dual credit program it is not accounted for in the Performance Funding Model and it is hoped conversations in this regard can occur moving forward.
- Associate Provost Fister reported that Murray State also went from being above the sector change in comparison to all universities from six metrics last year to ten this year. The only two metrics the University did not meet were Bachelor's Degrees and Full-Time Equivalent Students. This does not mean Murray State did not set a record with over 1,600 bachelor's degrees this past year but it is based on a three-year average. There are still schools above the sector average that received little or no money and that remains a concern. Legislators are trying to work to address this through the volume-based Performance Funding Model.
- The largest impact for Murray State for improvement in the model are Credit Hours (no dual credit counted); Progression for 30, 60 and 90 hours; Full-Time Equivalent (no dual credit counted) and Lowincome Degrees (although the University performs well in this regard). The Board will see an even greater focus on progression over the coming year. Much of this work has been undertaken by the *Commission on Retention and Persistence* and the *Commission on Advising* (faculty and professional advisors) and efforts in this regard will continue. Many different models and strategies are being considered. Appreciation was expressed to Executive Director Touney and Dan Lavit, Executive Director of the Center for Adult and Regional Education and their respective staff for efforts in this regard.

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

Evergreen Study - Compensation Review Plan, approved

Director Hixon reported that the compensation review process started in March 2023. Present today is Dr. Jeff Ling, President and Founder of Evergreen Solutions who is also head of all higher education work undertaken by that company. Dr. Ling presented the results of the Compensation Study for Murray State University with the following highlights:

Evergreen Solutions took the time to prepare an overview of typical compensation practices in other parts of the country. A combination of primary and secondary data was utilized to compare Murray

State to other universities and this represents a common approach. Results related to faculty and staff will be presented, along with the corresponding recommendations.

- ➤ Components typically included in a compensation structure are:
 - Pay plan that houses individual pay grades and one such example was provided.
 - Positions or ranks are assigned to a grade with a minimum, midpoint and maximum.
 - Grade minimum reflects competitive compensation for someone with less experience, lower qualifications, etc.
 - Grade maximum reflects someone with top-level performance, qualifications, credentials and/or experience.
 - Most employees will fall somewhere between the minimum and maximum.
- An example of the pay range structure was provided. The midpoint progression measures the space from one grade to the next and the range spread measures the grade from minimum of a grade to the maximum of a grade. This structure will change over time as the University moves forward and makes changes. All were asked to remember that developing homegrown talent is almost always better than recruiting new employees and this has been especially true since 2021.
- The midpoint progression is the percent difference between the midpoint in one grade and the next. The range spread measures the difference from grade minimum to grade maximum of a single grade. These two factors were of specific concern as this work was undertaken and must be responsive to the market in which the entity operates while also ensuring there is enough difference between grades that someone who is promoted or desires to be promoted continues to pursue the opportunity. At many institutions the difference is not significant enough for the employee to want to take on the additional work responsibilities or change their work-life balance.
- As this work was undertaken, comparison organizations were identified based on similarity, location, programmatic offerings, competitiveness and more. Not all organizations were willing to share comprehensive data and those had to be ruled out of the process. The market peers identified submitted all the data that was necessary, with the exception of the University of Southern Indiana, Middle Tennessee State University and Tennessee State University as those institutions only provided faculty data. Evergreen Solutions will accept holistic data provided for one group of employees but any partial data was not accepted. Once the data collection work was done, the comparison organizations were review and approved by the Advisory Committee. All results were adjusted for regional cost-of-living (COLA) differences and secondary data from a third party College and University Professional Association (CUPA) was also utilized.
- ➤ With regard to faculty primary data survey results, positions were reviewed with regard to the market. The same work was undertaken with CUPA data for the faculty positions reviewed. Primary and CUPA data was also utilized with regard to the staff survey results.
- ➤ Evergreen Solutions is recommending that Murray State adopt a Faculty Pay Plan Structure with grades for each rank. There should be five Pay Plans that take into consideration the different assignment terms for faculty − 9, 10, 11 or 12-month terms. Assignments will be determined by discipline and Classification of Instructional Programs (CIP) code. CIP codes are used to classify and categorize academic programs and fields of study for faculty. Murray State faculty were then assigned to one of the pay plans based on the CIP code corresponding to their department as assigned by Academic Affairs. Variable range spreads are recommended to align with current and market practices for each rank. This is because supply and demand are not equal among all disciplines. It was also recommended that the University place individual salaries within ranges based on time in current classification/position, compression/internal equity and adjust for market. Salary increases recommended vary between zero to 15 percent. Dr. Ling further outlined how the University might adopt the methodology and provided examples of several Faculty Pay Plans. There was no significant compression found among faculty salaries but there are recommended adjustments. No salaries were decreased as a result of this work. The proposed methodology also allows for greater flexibility moving forward.
- Staff recommendations included an overall minimum wage increase to \$13.50 per hour which represents an approximate 34 percent increase from the current minimum wage of \$10.10. The University's range spreads are set at 65 percent which is an approximate 25 to 75 percent increase from current range spreads. Pay grade recommendations have been made based on the market and where a particular position falls. It was also recommended that internal equity be addressed and there must remain sufficient distance between two positions. Individual salaries should be placed within the ranges based on time in current classification/position, compression/internal equity and adjustment for market. Salary increases were recommended between zero to 15 percent. Sample pay plans were provided for both non-exempt and exempt staff. With regard to non-exempt staff, the midpoint progression was set at 5 percent until reaching around the Grade 121 level where the percent difference level becomes greater. Confirmation was provided that the survey only affects regular, full-time staff and was annualized based on a 37.5-hour work week. With regard to exempt staff, models based on both 37.5-hour and 40-hour work weeks was presented. The models allow for greater flexibility in a quickly changing market.
- > The University does have a set of positions that fall more toward the administrative category. These positions will continue to be compensated on an individual basis as in the current system. The fact that these positions are ungraded follows typical market practice. These positions are also highly variable

in terms of compensation and require more flexibility or need more performance-based compensation. Positions in this group primarily include university administrators and Athletic Coaches.

Director Hixon reported the following:

- ➤ The Board of Regents approved the Personal Services Contract (PSC) for Evergreen Solutions, LLC, on February 20, 2023, and work began in March 2023 with Human Resources leading the project and working with an appointed Faculty and Staff Advisory Committee and membership of that Committee was provided. Over the course of the project timeline the Advisory Committee met four times and those meetings were very productive as all were engaged.
- A faculty overview showing the adjustment increase by college was provided, indicating the number of incumbents, how many received increases and the number at or above market. The percentage of faculty who will be receiving an increase is 51.9 percent and 48.1 percent of faculty are at or above market. Of the 51.9 percent of faculty who will be receiving an increase based on the results of this study, the average adjustment amounted to \$5,754 once the recommendation has been fully implemented and this does not include the Fiscal Year 2024-25 COLA adjustment. An overview of the faculty adjustment increase by rank was provided to show where cost increases are incurring from Instructors to full Professors. This information was also provided by college based on rank.
- A staff overview was provided with staff adjustment increases by executive level which included the number of incumbents, how many were receiving an increase and those above market. Staff receiving an increase amount to 61.7 percent and staff considered to be at or above market was 38.3 percent. Of the 61.7 percent of staff receiving an increase, the average adjustment is \$3,800 and does not include the Fiscal Year 2024-25 COLA.
- ➤ Ungraded positions were mentioned earlier by Dr. Ling but do not include University administrators defined as: President, Provost/Vice President, Associate Provost, Assistant Provost, Senior Vice President, Vice President, Associate Vice President, Dean, Assistant Dean, Associate Dean, General Counsel and Director of Athletics. These positions will be included in Phase II of the Evergreen Study.
- Administrative faculty with academic rank includes Chairs, Assistant Deans, Deans, Vice Presidents, the Provost and Vice President for Academic Affairs and the President, as well as other professional personnel with academic rank who administer major academic support divisions or other units within the University. These positions will be considered as part of Phase II work. Department Chairs are expected to teach at least six (6) hours per semester. The faculty role these individuals have is assigned to the Faculty Pay Plan and they will receive a proportional adjustment. Program Directors will have the same methodology applied as Department Chairs. Athletic Coaches have specific contracts so they will be considered as a separate category.
- A multi-year implementation is being utilized. Fiscal Year 2024-25 represents Year One and increases will be effective July 1, 2024, and represent 33 percent of the total compensation review increase but do not include COLA for this year. The University minimum hourly rate will be \$13.50 for all employees, including new hires. All total compensation review adjustments for faculty or staff that are \$500 or less will be paid to the employee in Year One.
- ➤ Detailed information, including FAQs, will be accessible via the Human Resources website and the Employee Tab on myGate following the Board meeting. Faculty and staff will also receive individualized information with their Total Compensation Statement if they are receiving a compensation review adjustment increase. This information will be released a few days following the Board meeting.

President Jackson expressed appreciation to Director Hixon and Dr. Ling who have led efforts in regard to the Compensation Study over the past 14 months. The work of the Advisory Committee is also very much appreciated. This is the first time a study like this has been conducted for the faculty of Murray State and the second time for staff. The efforts of all are appreciated.

Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the Evergreen Solutions Phase I Faculty and Staff Compensation Review implementation as outlined. Regent Ovey seconded.

Regent Wilson reported that staff are very appreciative of the work that has been undertaken in regard to salaries. The recommendations will take a few years to implement but the key to this work for staff is seeing it progress.

Chair Owens indicated there is a motion and a second on the table. The roll was called with the following voting: Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Mr. Ovey, yes; Dr. Price, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; Dr. Wilson, yes and Mr. Owens, yes. The motion carried.

Adjournment

The Quarterly Board of Regents Meeting and Committee Meetings adjourned for a break at 10:23 a m

Reconvene

Chair Owens reconvened the Quarterly Board of Regents Meeting and Committee Meetings at 10:40 a.m.

Committee Reports/Recommendations

Athletics Committee

Leon Owens – Chair Robbie Fitch Matthew Price Emily Roark Tom Waldrop

Athletics Chair Leon Owens called the Committee to order at 10:40 a.m. and reported all other members were present.

<u>Personnel Changes – Contract of Employment Extensions</u>

Director of Athletics Nico Yantko, approved

Murray State University executed a Contract of Employment to employ Nicholas "Nico" Yantko as Director of Athletics on August 16, 2022. The amended Contract of Employment for Director of Athletics Yantko is effective July 1, 2024, subject to Board approval. Mr. Yantko has helped ensure the University's commitment to the academic and athletic success for Murray State student-athletes. The Murray State Athletics Department had the highest overall Grade Point Average in its history at 3.34 in the Spring of 2024 and student-athletes compiled a record number of community service hours this past year. Director Yantko is a capable and experienced leader committed to the growth and success of student-athletes and Murray State athletic programs.

On behalf of the Athletics Committee, Regent Waldrop moved that the Board of Regents, upon the recommendation of the President of the University, approve the Contract of Employment Amendment for Mr. Nico Yantko, Director of Athletics, effective July 1, 2024, through June 30, 2028, as submitted. Regent Fitch seconded and the motion carried.

<u>Full Board Action – Personnel Changes – Contract of Employment Extension – Director of Athletics Nico Yantko, approved</u>

On behalf of the Athletics Committee, Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached Contract of Employment Amendment for Mr. Nico Yantko, Director of Athletics, effective July 1, 2024, through June 30, 2028. Regent Ovey seconded and the roll was called with the following voting: Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Mr. Ovey, yes; Dr. Price, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; Dr. Wilson, yes and Mr. Owens, yes. The motion carried.

(See Attachment #4)

Head Women's Basketball Coach - Rechelle Turner, approved

Coach Rechelle Turner guided the Women's Basketball Team to another twenty-win season in 2023-24 which culminated in an appearance in the second round of the Women's National Invitation Tournament. Coach Turner also reached her 100th career victory this past season. In addition to the team's success during her tenure, she coached the team's all-time scoring leader Katelyn Young. All are pleased with Coach Turner's commitment to the Women's Basketball Program and to Murray State University.

On behalf of the Athletics Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the Contract of Employment Amendment for Mrs. Rechelle Turner – Head Women's Basketball Coach – effective April 1, 2024, to March 31, 2028, as submitted. Regent Roark seconded and the motion carried.

Full Board Action – Head Women's Basketball Coach – Rechelle Turner, approved

On behalf of the Athletics Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached Contract of Employment Amendment for Mrs. Rechelle Turner – Head Women's Basketball Coach – effective April 1, 2024, to March 31, 2028. Regent Waldrop seconded and the roll was called with the following voting: Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Mr. Ovey, yes; Dr. Price, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; Dr. Wilson, yes and Mr. Owens, yes. The motion carried.

(See Attachment #5)

Head Men's Golf Coach – Jacob Miller, approved

Murray State University welcomed Jacob Miller as Head Men's Golf Coach in June 2022. During his tenure the team has excelled both in the classroom and as a program. In addition to team success, his golfers have received numerous accolades over the past two seasons. All are pleased with Coach Miller's commitment to the Men's Golf Program and to Murray State University.

On behalf of the Athletics Committee, Regent Price moved that the Board of Regents, upon the recommendation of the President of the University, approve the Contract of Employment Amendment for Mr. Jacob Miller – Head Men's Golf Coach – which extends his contract through June 30, 2027, as submitted. Regent Fitch seconded and the motion carried.

Full Board Action - Head Men's Golf Coach - Jacob Miller, approved

On behalf of the Athletics Committee, Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached Contract of Employment Amendment for Mr. Jacob Miller – Head Men's Golf Coach – which extends his contract through June 30, 2027. Regent Price seconded and the roll was called with the following voting: Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Mr. Ovey, yes; Dr. Price, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; Dr. Wilson, yes and Mr. Owens, yes. The motion carried.

(See Attachment #6)

Head Baseball Coach - Dan Skirka, approved

Coach Dan Skirka guided the Murray State University Baseball Team to a record-setting season in 2024. The team set team records in at-bats (2,006), runs (464), base hits (591), home runs (102) and RBIs (437). He also led the team to its highest win total in 49 years. All are pleased with Coach Skirka's commitment to the Baseball Program and to Murray State University. Coach Skirka was recognized and received a round of applause.

On behalf of the Athletics Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the Contract of Employment Amendment for Mr. Dan Skirka, Head Baseball Coach, for the term July 1, 2024, through June 30, 2027, as presented. Regent Roark seconded and the motion carried.

<u>Full Board Action – Head Baseball Coach – Dan Skirka, approved</u>

On behalf of the Athletics Committee, Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached Contract of Employment Amendment for Mr. Dan Skirka, Head Baseball Coach, for the term July 1, 2024, through June 30, 2027. Regent Ovey seconded and the roll was called with the following voting:

Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Mr. Ovey, yes; Dr. Price, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; Dr. Wilson, yes and Mr. Owens, yes. The motion carried.

(See Attachment #7)

Head Rifle Coach - Alan Lollar, approved

Coach Alan Lollar guided the Rifle Team to its fourth consecutive conference title and 18th overall Ohio Valley Conference (OVC) title in 2024. Coach Lollar was also selected as OVC Coach of the Year for the ninth time. All are pleased with Coach Lollar's commitment to the Rifle Program and to Murray State University.

On behalf of the Athletics Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the Contract of Employment Amendment for Mr. Alan Lollar – Head Rifle Coach – which extends his contract through June 30, 2026, as submitted. Regent Waldrop seconded and the motion carried.

Full Board Action - Head Rifle Coach - Alan Lollar, approved

On behalf of the Athletics Committee, Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached Contract of Employment Amendment for Mr. Alan Lollar – Head Rifle Coach – which extends his contract through June 30, 2026. Regent Fitch seconded and the roll was called with the following voting: Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Mr. Ovey, yes; Dr. Price, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; Dr. Wilson, yes and Mr. Owens, yes. The motion carried.

(See Attachment #8)

Head Women's Tennis Coach Jorge Caetano, approved

In the Racers second season in the Missouri Valley Conference, Coach Caetano led the program to a very successful conclusion, leading the program to its first conference title since 2014-15. Coach Caetano recently completed his ninth season as Head Coach, and all are pleased with his commitment to the program and to Murray State University. Coach Caetano was recognized and received a round of applause.

On behalf of the Athletics Committee, Regent Roark moved that the Board of Regents, upon the recommendation of the President of the University, approve the Contract of Employment Amendment for Mr. Jorge Caetano – Head Women's Tennis Coach – which extends his contract through June 30, 2025, as submitted. Regent Waldrop seconded and the motion carried.

Full Board Action - Head Women's Tennis Coach Jorge Caetano, approved

On behalf of the Athletics Committee, Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached Contract of Employment Amendment for Mr. Jorge Caetano – Head Women's Tennis Coach – which extends his contract through June 30, 2025. Regent Fitch seconded and the roll was called with the following voting: Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Mr. Ovey, yes; Dr. Price, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; Dr. Wilson, yes and Mr. Owens, yes. The motion carried.

(See Attachment #9)

Resolutions of Appreciation

Coach Adam Kiesler and the Track and Field and Cross-Country Team, approved

Director Yantko read aloud the Resolution of Appreciation for Coach Adam Kiesler and the Track and Field and Cross-Country Team presented for approval by the Board of Regents.

On behalf of the Athletics Committee, Regent Ovey moved that the Board of Regents approve the Resolution of Appreciation presented for Coach Adam Kiesler and the Track and Field and Cross-Country Team as submitted. Regent Fitch seconded and the motion carried.

<u>Full Board Action – Coach Adam Kiesler and the Track and Field and Cross-Country Team, approved</u>

On behalf of the Athletics Committee, Regent Waldrop moved that the Board of Regents approve the following Resolution of Appreciation:

MURRAY STATE UNIVERSITY BOARD OF REGENTS RESOLUTION OF ACKNOWLEDGMENT AND APPRECIATION COACH ADAM KIESLER AND THE WOMEN'S TRACK AND FIELD TEAM

2023-2024 Season

WHEREAS, Coach Adam Kiesler has faithfully served since being named as the Head Women's Track and Field Coach at Murray State University in 2017; and

WHEREAS, the Women's Track and Field team finished the season with a second-place finish at the Missouri Valley Conference Indoor and Outdoor Conference Championships; and

WHEREAS, Kayla Bell won the 400-meter Championship; Faith Bostick won the 60-meter Dash Indoor Championships; Meghan Fletcher won the High Jump Championship; Jenna Pauly won the Long Jump Championship and Kayla Bell, Simone Joseph, Chelby Melvin and Anouk Krause-Jentsch won the 4x400-meter Relay title at the Missouri Valley Conference Indoor Championship meet; and

WHEREAS, Jenna Pauly won the Heptathlon Championship; Kayla Bell won the 400-meter Dash Championship; Chelby Melvin won the 400-meter Hurdles Championship; Faith Bostick won the 200-meter Dash Championship and Simone Joseph, Kayla Bell, Chelby Melvin and Lucia Herrero Yanez won the 4x400-meter Relay and set a new meet record, facility record and outdoor program record at the Missouri Valley Conference Outdoor Championship meet; and

WHEREAS, Faith Bostick, Kayla Bell, Chelby Melvin, Simone Joseph, Lucia Herrero Yanez, Amirr Evans, Meghan Fletcher and DiamonAsia Taylor all qualified in their respective events to represent Murray State University at the National Collegiate Athletic Association (NCAA) East Regional Preliminary Rounds in Lexington, Kentucky; and

WHEREAS, Meghan Fletcher and Chelby Melvin will represent Murray State University in the High Jump and 400-meter Hurdles, respectively, at the NCAA Outdoor Track and Field National Championships in Eugene, Oregon.

NOW, THEREFORE, ON THIS 7th DAY OF JUNE, TWO THOUSAND AND TWENTY-FOUR, 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 Kiesler and the Women's Track and Field Team:

AND BE IT FURTHER RESOLVED by the Murray State University Board of Regents that this recognition of the contributions and dedication of Coach Kiesler and the Women's Track and Field Team be preserved in the minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 7th day of June 2024.

Robert L Jackson, Ed.D.

President

Leon Owens

Chair – Board of Regents

Regent Fitch seconded and the motion carried.

Coach Dan Skirka and the Baseball Team, approved

Director Yantko read aloud the Resolution of Appreciation for Coach Dan Skirka and the Baseball Team presented for approval by the Board of Regents.

On behalf of the Athletics Committee, Regent Waldrop moved that the Board of Regents approve the Resolution of Appreciation presented for Coach Dan Skirka and the Baseball Team as submitted. Regent Fitch seconded and the motion carried.

Full Board Action - Coach Dan Skirka and the Baseball Team, approved

On behalf of the Athletics Committee, Regent Fitch moved that the Board of Regents approve the following Resolution of Appreciation:

MURRAY STATE UNIVERSITY BOARD OF REGENTS RESOLUTION OF ACKNOWLEDGMENT AND APPRECIATION COACH DAN SKIRKA AND THE BASEBALL TEAM

2024 Season

WHEREAS, Coach Dan Skirka has faithfully served since being named as the Head Baseball Coach at Murray State University in 2019; and

WHEREAS, the Baseball Team finished the season second in the Missouri Valley Conference standings; and

WHEREAS, the team finished the season with 37 wins, the second-most wins in program history; and

WHEREAS, the Baseball team recorded one of the most historic seasons in program history, having set team records in home runs, runs scored, base hits and RBIs; and

WHEREAS, Drew Vogel earned First Team All-Missouri Valley Conference honors; Carson Garner, Cade Vernon and Nathan Holler all earned Second Team All-Missouri Valley Conference honors; Jacob Pennington and Jonathan Hogart earned Honorable Mention All-Missouri Valley Conference honors and Dustin Mercer was named to the Missouri Valley Conference's All-Defensive Team; and

WHEREAS, the seven Racers named to All-Conference teams ties the most players to receive the honors since the 2009 season.

NOW, THEREFORE, ON THIS 7th DAY OF JUNE, TWO THOUSAND AND TWENTY-FOUR, 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 Skirka and the Baseball Team;

AND BE IT FURTHER RESOLVED by the Murray State University Board of Regents that this recognition of the contributions and dedication of Coach Skirka and the Baseball team be preserved in the minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 7th day of June 2024.

Robert L.Jackson, Ed.D.

President

Leon Owens

Chair – Board of Regents

Regent Waldrop seconded and the motion carried. Coach Skirka and the Baseball Team received a round of applause.

Coach Jorge Caetano and the Women's Tennis Team, approved

Director Yantko read aloud the Resolution of Appreciation for Coach Jorge Caetano and the Women's Tennis Team presented for approval by the Board of Regents.

On behalf of the Athletics Committee, Regent Roark moved that the Board of Regents approve the Resolution of Appreciation presented for Coach Jorge Caetano and the Women's Tennis Team as submitted. Regent Fitch seconded and the motion carried.

Full Board Action - Coach Jorge Caetano and the Women's Tennis Team, approved

On behalf of the Athletics Committee, Chair Owens moved that the Board of Regents approve the following Resolution of Appreciation:

MURRAY STATE UNIVERSITY BOARD OF REGENTS RESOLUTION OF ACKNOWLEDGMENT AND APPRECIATION COACH JORGE CAETANO AND THE WOMEN'S TENNIS TEAM

2024 Season

WHEREAS, Coach Jorge Caetano has faithfully served since being named as the Head Women's Tennis Coach at Murray State University in 2015; and

WHEREAS, the Women's Tennis Team finished the season as the Regular Season and Tournament Champions of the Missouri Valley Conference; and

WHEREAS, the team finished the season with 17 total wins and a perfect record in Missouri Valley Conference play; and

WHEREAS, the Women's Tennis team was selected to play No. 16 Tennessee in the National Collegiate Athletic Association (NCAA) Tournament in Knoxville, Tennessee, the program's first NCAA Tournament appearance since 2015; and

WHEREAS, Head Women's Tennis Coach Jorge Caetano was named the Missouri Valley Conference Coach of the Year; and

WHEREAS, Marit Kreugel earned First Team All-Missouri Valley Conference honors at the fifth singles flight and Emma Honore and Natalie Slezakova earned Second Team All-Missouri Valley Conference at the third singles flight and sixth singles flight, respectively; and

WHEREAS, Emma Honore and Natalie Slezakova earned First Team All-Conference at the first doubles flight and Paola Campigotto and Marit Kreugel earned First Team All-Conference at the third doubles flight.

NOW, THEREFORE, ON THIS 7th DAY OF JUNE, TWO THOUSAND AND TWENTY-FOUR, 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 Caetano and the Women's Tennis Team;

AND BE IT FURTHER RESOLVED by the Murray State University Board of Regents that this recognition of the contributions and dedication of Coach Caetano and the Women's Tennis Team be preserved in the minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 7th day of June 2024.

Robert I Jackson, Ed.D.

President

Leon Owens

Chair – Board of Regents

Regent Shemberger seconded and the motion carried. Coach Caetano and the Women's Tennis Team received a round of applause.

Adjournment

The Athletics Committee adjourned at 11 a.m.

Academic Excellence and Scholarly Activities Committee

Melony Shemberger – Chair Virginia Gray David Meinschein G. L. Ovey David Wilson

Academic Excellence and Scholarly Activities Chair Melony Shemberger called the Committee to order at 11 a.m. and reported all other members were present with the exception of Regent Meinschein.

Southern Association of Colleges and Schools Commission on Colleges and Quality Enhancement Plan Update, received

Provost Todd reported that the recent Southern Association of Colleges and Schools Commission on Colleges Reaffirmation of Institutional Accreditation Team visit yielded no recommendations (same result as 2014 which is rare). A SACSCOC Reaffirmation Team will not visit the Murray State campus again until 2034. It is practically unheard of to have two consecutive SACSCOC reaffirmation visits that yielded no recommendations. Senior Associate Provost Pervine provided an update on the Southern Association of Colleges and Schools Commission on Colleges visit in April with the following highlights:

- ➤ The SACSCOC Reaffirmation of Institutional Accreditation Team having no recommendations represented an institution-wide effort. This Board is clearly invested in accreditation, as are the Vice Presidents, Deans, Chairs, faculty, staff, students, Faculty Senate and others. Because of the institutional buy-in relative to accreditation, Murray State University was found to be in compliance with all of the SACSCOC standards.
- The Committee did provide the University with some suggestions on how the Quality Enhancement Plan (QEP) could be strengthened even further.
- At the December SACSCOC Board of Trustees meeting, the written report provided to Murray State will be reviewed. The Board of Trustees is expected to recommend that Murray State as an institution should receive reaffirmation of institutional accreditation. At the General Assembly meeting of the full SACSCOC membership in December, that recommendation is expected to be fully approved. After the December SACSCOC Annual Meeting, the University will be reaffirmed for institutional accreditation for another ten years.
- ➤ The University must submit its final version of the Quality Enhancement Plan in mid-September. Jamie Rogers, Director and Professor, School of Engineering, provided an update on progress with the Quality Enhancement Plan, post-SACSCOC visit.
- The QEP was accepted by the SACSCOC team and the University was complimented on its courage to take on such a difficult topic as mental health. It was indicated that not many universities are willing to take on such an important topic. The theme of the QEP is mental health and the name is: MSUMatter: Racers Care. It must be clear to students how much the University cares about them, how they can be connected to mental health resources and how faculty can be better trained to work with students.
- ➤ Work will continue over the next several months with Co-Chair Alyx Shultz to update the QEP. One of the recommendations received was to focus more on the mental health aspect instead of overall well-being. The University did not feel like it could adequately address mental health if it didn't look at all the components of well-being. The SACSCOC team agreed but indicated the Quality Enhancement Plan should focus on something that can be measured. It was recommended that the Peer Mentoring Program included in the QEP be taken out and the University undertake that work independently.
- > There are still peer mentoring activities occurring with the *President's Commission on Retention and Persistence* and discussions have occurred with regard to that *Commission* taking on the Peer Mentoring Program moving forward. The University's QEP will now focus specifically on mental health resources. One such example the Green Bandana Project was outlined and helps create a cohort of students supporting students on campus.
- ➤ Work is currently underway so the QEP is data driven to determine how the University is performing in the various areas related to student mental health.
- ➤ The SACSCOC team also recommended that the University prepare itself to be at capacity for counseling services. This includes 24-hour and remote access to counseling services. The Director of Counseling Services also serves on the QEP Work Group and discussions in regard to counseling will continue to identify needs that exist.

These reports were provided for informational purposes only and required no Board action.

Academic Program Changes, approved

Provost Todd reported that several academic program changes relative to graduate and accelerated programs, graduate and undergraduate certificates and deletions were presented to the Academic Council during the 2024 Spring Semester. Those changes, including additions and deletions, were outlined to the Board of Regents. These academic program changes have been approved by the Academic Council and the Office of the Provost and Vice President for Academic Affairs. The entire academic leadership team has implemented a new, more sophisticated academic review process and the Board will receive a briefing in this regard at the Retreat.

On behalf of the Academic Excellence and Scholarly Activities Committee, Regent Ovey moved that the Board of Regents, upon the recommendation of the President of the University, approve the academic program changes as outlined. Vice Chair Gray seconded and the motion carried.

Full Board Action - Academic Program Changes, approved

On behalf of the Academic Excellence and Scholarly Activities Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the academic program changes as outlined below.

ADDITIONS

Programs

Accelerated BA/BS/BAB/BSB + MS

- Business Administration
- Economic Analytics

Certificates

Undergraduate

- Industrial Engineering
- Socially Responsible Business Leadership
- ◆ Human Resource Management

Graduate

- Applied Behavior Analysis (M.S.)
- School Psychology (Ed.S.)

Graduate

- Healthcare Administration
- Spanish
- Public Health

DELETIONS

Minors ◆ Community Health Coordinator

Regent Fitch seconded and the motion carried.

2024 Board of Regents Teaching Excellence Awards, approved

Provost Todd reported that the Regents Teaching Excellence Awards were established in 1985 to honor faculty who deserve recognition as exemplary teachers and represents the highest teaching award that Murray State bestows. The recipients of these awards have shown a strong commitment to excellence in the classroom, an enthusiasm for their discipline and a sincere interest in the growth and well-being of students. The names of the faculty members receiving Board of Regents Teaching Excellence Awards for 2024 were read aloud.

On behalf of the Academic Excellence and Scholarly Activities Committee, Regent Ovey moved that the Board of Regents, upon the recommendation of the President of the University, approve the faculty just recognized as Regents Teaching Excellence Awardees for 2024. Vice Chair Gray seconded and the motion carried.

Full Board Action - 2024 Board of Regents Teaching Excellence Awards, approved

On behalf of the Academic Excellence and Scholarly Activities Committee, Chair Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the recipients of the 2024 Regents Teaching Excellence Award for 2024 as listed below.

David Durr	Arthur J. Bauernfeind College of Business
Ismail Karabas	Arthur J. Bauernfeind College of Business
◆ Holly Bloodworth	College of Education and Human Services
◆ James Humphreys	
◆ Amanda Joyce	
Dacia Monroe	Jesse D. Jones College of Science, Engineering and Technology
Justin Taylor	Jesse D. Jones College of Science, Engineering and Technology
◆ Jeffrey Young	Hutson School of Agriculture

Regent McGowan seconded and the motion carried.

Professor Emeritus Designations, approved

Provost Todd reported that the rank of *Professor Emeritus* is assigned to Assistant Professors, Associate Professors or Professors who have terminated their responsibilities as ranked faculty members after ten or more years of distinguished service to Murray State University. He read aloud the names of faculty members being recommended to receive the honorary title of *Professor Emeritus*. These appointments have the support of the Provost and Vice President for Academic Affairs.

On behalf of the Academic Excellence and Scholarly Activities Committee, Vice Chair Gray moved that the Board of Regents, upon the recommendation of the President of the University, approve extending the honorary title of *Professor Emeritus* to the faculty members just recognized, effective July 1, 2024. Regent Ovey seconded and the motion carried.

Full Board Action - Professor Emeritus Designations, approved

On behalf of the Academic Excellence and Scholarly Activities Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve extending the honorary title of *Professor Emeritus* to the faculty members outlined below, effective July 1, 2024.

Bassam Atieh	Occupational Safety and Health	<i>1991 – 2024</i>
Robert Donnelly	Mathematics and Statistics	<i>1997 – 2024</i>
Debbie Owens	Journalism and Mass Communications	2002 - 2024
Thérèse Saint Paul	Global Languages and Theatre Arts	2000 - 2024
M. Sue Sroda	English and Philosophy	<i>1997 – 2024</i>

Regent Ovey seconded and the motion carried.

Adjournment

The Academic Excellence and Scholarly Activities Committee adjourned at 11:15 a.m.

The Quarterly Board of Regents Meeting and Committee Meetings adjourned at 11:15 a.m. for the Station 74 tour and lunch.

Reconvene

Chair Owens reconvened the Quarterly Board of Regents Meeting and Committee Meetings at 12:54 p.m.

Audit and Compliance Committee

Tom Waldrop – Chair Ellie McGowan Leon Owens Emily Roark David Wilson

Regent Waldrop reported that included in the eBoard book under Consent Agenda is the Summary of Presidential Travel. This report was provided for informational purposes only and required no Board action. There is no other business to come before the Audit and Compliance Committee.

Enrollment Management and Student Success Committee

David Meinschein and Ellie McGowan – Co-chairs Robbie Fitch G. L. Ovey Melony Shemberger

Enrollment Management and Student Success Co-chair Ellie McGowan called the Committee to order at 12:55 p.m. and reported all other members were present with the exception of Regent Meinschein.

Enrollment Management Update Report, received

Vice President Robertson and Assistant Vice President White provided the following Enrollment Management highlights:

➤ All are pleased with Spring 2024 enrollment of 9,421 – the highest in eight years. Currently, summer enrollment is the highest at the University in ten years.

- Fall 2024 enrollment is the highest over the last seven years, comparing similar dates. The University is trending to have very strong fall enrollment.
- Persistence from fall to spring for all students tied with the highest in the last seven years. Full-time Retention for this coming fall is ahead of where it was last year on a comparable date by over 150 students (76 percent) but a lot of time remains.
- A comparison from summer 2022 to summer 2023 was provided and showed that preliminary enrollment is up significantly. This is the highest summer enrollment the University has reached in some time.
- > The University has admitted more students with fewer total applications. The total number of applications is down but more students have been admitted at this point compared to last year.
- First-time Freshman admitted students are up in all contiguous states and Kentucky.
- > Overall, completed scholarship applications are up over last year, as are housing applications.
- Retention initiatives that are underway were outlined. These include the *President's Commission on Retention and Persistence* which is taking an in-depth look at strategies to increase retention and persistence while taking into consideration barriers which might exist. The initial report as a result of this work will be presented to the University administration by June 30, 2024.
- Approximately 42 percent of the University's student body is first-generation students and consideration is being given to strategies on how to work specifically with this population through the Office of Student Engagement and Success under the leadership of Director Whaley. A short video was shown highlighting 18 first-year, first-generation students in London over Spring Break 2024 a trip made possible through a grant funded by the Council on Postsecondary Education. Appreciation was expressed to the CPE for providing this funding because for most of the students this represented the first time they had traveled outside the United States. Appreciation was expressed to Assistant Director of Student Engagement and Success Jennifer Smith and Manager of Digital Media Services Jeremy McKeel for their efforts producing the video. Director of Education Abroad Steven Guns, Assistant Director Smith and Dean of Humanities and Fine Arts David Balthrop traveled with the group to ensure students had a great experience. Dean Balthrop further reported that two of the students on this trip will go back to the United Kingdom in the fall for another semester-long program. Appreciation was expressed to all who help make this great opportunity possible.
- > Other activities occurring in the Office of Student Engagement and Success were highlighted, including the Recapture Campaign, the Dual-Advising Model and the Student Basic Needs Website.
- ➤ University general retention initiatives that occurred during 2023-24 were also outlined, such as Starfish, personal communications and the First-Gen Thrive Lounge.
- ➤ The Office of Student Enrichment, Academic Excellence and Leadership (SEAL) also assists with recruitment and retention. Initiatives in this regard were outlined, including the Emerging Scholars Institute, 18th annual Academic Excellence and Leadership Awards, all under the leadership of Dr. SG Carthell, SEAL Executive Director.
- > A Financial Literacy Workshop was offered, in addition to bi-monthly Retention Workshops and the Structured Study Tables Program.
- ➤ President and Mrs. Jackson hosted the Fall Office of Multicultural Initiatives/Black Student Council Reception at Oakhurst and 78 students and six faculty and staff attended.
- ➤ This year the Office of Multicultural Initiatives sponsored Student Resource Days/Senior Send-Off and over 125 students attended these sessions.
- ➤ The Hitimu Celebration in May was a successful event and recognized 20 graduating students for academic excellence.
- Racer Nation Orientation dates were provided. During the one held yesterday, 256 students participated. A Racer Nation Orientation video was shown and appreciation was expressed to Branding, Marketing and Communication staff for their work in this regard.

Chair Owens expressed appreciation to Vice President Robertson and Executive Director Lavit who recently worked with an individual who was 12 hours short of a degree. That effort is now close to reaching fruition. The Enrollment Management team received a round of applause.

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

Adjournment

The Enrollment Management and Student Success Committee adjourned at 1:15 p.m.

Buildings and Grounds Committee

Emily Roark – Chair Robbie Fitch David Meinschein G. L. Ovey Tom Waldrop Buildings and Grounds Chair Emily Roark called the Committee to order at 1:15 p.m. and reported all other members were present with the exception of Regent Meinschein.

Facilities Management and Campus Improvement Projects Update, received

Director Youngblood and Associate Director Lampe provided a Facilities Management and campus improvement projects update with the following highlights:

- ➤ 2022 legislation appropriated \$47.3 million for Fiscal Year 2023 and Fiscal Year 2024 with a match of 15 percent required. Included in this appropriation is \$45.5 million for the Nursing and Health Professions building and authorization for added residence hall rooms which includes the University's purchase of Station 74. These are projects that the University is currently working on.
- ➤ A listing of asset preservation projects was included in the materials provided, along with photos of Curris Center interior renovations.
- ➤ CFSB Center cooling towers, Waterfield Library HVAC Phase II and Carman Animal Health HVAC projects have been completed.
- ➤ Oakley Applied Science building renovations have gone out for bid and it is hoped progress can be made on this project over the summer.
- ➤ Carr Hall HVAC and electrical repairs and Racer Arena HVAC have gone out for bid but additional funding will be needed for both projects.
- ▶ Pogue Library HVAC and electrical repairs and Doyle Fine Arts and old Fine Arts boilers and HVAC projects have gone out for bid. The good news on at least two of these projects is Pogue and Doyle Fine Arts bids came in at the amounts the University was anticipating and this has not typically been the case since 2020. Work continues to identify additional funding for the Old Fine Arts building for boilers and HVAC. These three projects are expected to begin in Spring 2025 and all combined came in within budget.
- ➤ The Hancock Biology Station HVAC project will be rebid this month following redesign efforts to further reduce cost.
- ➤ The Doyle Fine Arts interior stairwell work is well underway from the ground floor up to the 8th floor and this work is scheduled to be completed before school starts in August. Asbestos abatement is currently underway with the treads, risers and railing.
- ➤ The White Hall HVAC project is tracking nicely. Two separate projects are being done in this building replacement of the air handling unit and installation of the hydronic piping. Contractors are working on floors one through four this summer on the hydronic piping and floors five through nine will be addressed next summer.
- ➤ The Biology building mechanical improvements and CFSB Center building generator projects are currently in the design phase.
- ➤ Design work for Mason Hall is expected to begin once the bid process has concluded on the new School of Nursing and Health Professions (SONHP) building.
- ➤ Phase II of the Cherry Agricultural Exposition Center work is currently underway. Electrical upgrades are being done in various areas in the facility.
- A great deal of work is currently underway in Sparks Hall in terms of first floor ADA upgrades, with work expected to be completed this summer.
- Last summer the vanities and closets on floors eight through ten were replaced in Regents Hall and this summer that work will occur on floors five through seven.
- > The fourth floor of Clark Hall painting was completed last summer and the corridor flooring was addressed over the Christmas break. The remainder of the building is being painted this summer and will be finished by the time school starts. It was hoped all bathroom floors could be replaced this summer but that project is taking longer than anticipated and it is likely only two floors will be completed within this timeframe.
- A photo was shown of the Breathitt Veterinary Center garage project that is now complete.
- ➤ The Blackburn exterior painting has been completed and parking lot sealcoating and pier leveling repairs are approximately 75 percent complete. Per the Program Statement for the window project at Blackburn, it has been noted that the roof has been replaced in two different phases and structural improvements have been made. All of these renovations and repairs are related to the building envelope and the importance of preserving the structure so more work can be undertaken on the interior
- ➤ One project remaining at the Curris Center is the installation of larger letters that have been ordered for the exterior of the building but this project will need to be planned around Racer Nation Orientation Sessions.
- ➤ The early bid package for the SONHP building overall site plan has been awarded. Contractors will be putting up a fence and communications will be sent to campus accordingly. Some ADA parking spaces will be installed and this work will be completed before school starts. A graphic was provided of parking during/after construction of the new Nursing and Health Professions building. This work will amount to approximately 100 extra spots and rezoning efforts are underway and were outlined. The Board was reminded that not only is work underway with the new SONHP building but renovation projects are ongoing in the Applied Science Building, Old Fine Arts and Doyle Fine Arts.

- Renovations will also be undertaken in Carr Hall, Racer Arena and Pogue Library all in close proximity to this small corridor on campus.
- ➤ 2024 legislation appropriated another \$47.3 million for the next biennium with no match required. The match required in the 2022 legislation amounted to approximately \$7 million and University bonds were used to cover that cost. The University is very grateful not to meet the required match on the 2024 appropriation.
- Appropriation of \$38 million for a Learning Commons with residential housing component was part of the 2024 legislation.
- ➤ The \$60 million for a Veterinary Sciences building is coming to the University in two different ways —\$10 million this fiscal year will be available in July and the University anticipates starting design work with this funding and \$50 million will be received next fiscal year.
- ➤ The appropriated \$10 million for the Cyber Security facility and program enhancements will not be available until Fiscal Year 2026 (July 2025).
- The University's Asset Preservation Needs List includes electrical utility infrastructure, steam line repairs, switching buildings from steam to hot water boilers to get them off the central steam system, chillers and chilled water loop, centralized Building Access Systems, building electrical system upgrades, HVAC system improvements, elevators and generators, fire alarm and sprinkler systems, structural repairs, ADA upgrades, windows/building envelope upgrades and exterior painting.
- Future high-priority asset preservation projects include electrical utility infrastructure (alternate substation design work for redundancy), Central Plant chiller and chilled water improvements (\$2.8 million), window replacement in Blackburn (\$1.1 million) and window and exterior improvements in Wrather Hall (\$1.9 million). The windows in Blackburn are the original when it was built. The Board will be asked to approve Program Statements for these projects.
- ➤ Other future asset preservation projects include the Cherry Exposition and Agricultural Center Phase III renovations, chiller and cooling tower replacement in Hester Hall, boiler replacements in Regents Hall (funded as part of the Station 74 bond sale) and sidewalk repairs and replacements across campus.
- A conceptual rendering was provided for the new Learning Commons and the Board will be asked to approve a Program Statement in this regard. Work has begun on this \$38 million project in terms of engaging the architectural and engineering design firm.
- The new Veterinary Sciences building will be located on the West Farm once the silo and beef barn on that property have been raised. Razing of the two structures on the West Farm has been submitted to the Board for approval today. Trips are planned to visit other schools to tour their facilities as the process unfolds and the design team is selected.
- A photo was shown of existing Cyber Education and Research Center facilities in the Industry and Technology building. Physical work on this project will begin in July 2025.
- ➤ The Board will be asked later today to approve the razing of buildings in the College Courts Complex. One building in the Complex was already razed over the Christmas break and the Board approved that action over one year ago.

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

Disposition of Structures

<u>College Courts 100, 200, 300 and 400 (Buildings #0007, #0008, #0009 and #0010 and West Farm – Silo 1 (Building #0203) and Beef/Dairy Barn (Building #0231), approved</u>

Regent Roark reported that College Courts 100, 200, 300 and 400 (Buildings #0007, #0008, #0009 and #0010) were acquired in 1961 at a cost of \$115,071 each. The structures consist of twelve (12) apartments measuring approximately 7,575 square feet per building and are all fully depreciated. The apartments located in College Courts 100 and 200 have not been rented for a full semester since the Fall of 2022 and the Fall of 2023, respectively. The apartments located in College Courts 300 and 400 should no longer be needed upon the acquisition of the Station 74 property. However, housing occupancy will dictate the need for buildings 300 and 400 for the 2024-25 academic year and timing of the razing of these buildings. The estimated cost to raze these four buildings, if done at the same time and including utility infrastructure work, is approximately \$400,000.

Regent Roark reported that the West Farm Silo 1 (Building #0203) was acquired in 1964 at a cost of \$8,000. This structure has not been utilized for many years. The West Farm Beef/Dairy Barn (Building #0231) was acquired in 1980 at a cost of \$96,052 and contains approximately 8,190 square feet. The building has been fully depreciated and is currently being used for farm equipment storage. Both structures are planned for removal in order to accommodate the construction of the new Veterinary Sciences Building with an estimated razing cost of \$75,000. Any revenues from the recycling materials will be offset against the cost to raze the structures.

On behalf of the Buildings and Grounds Committee, Regent Ovey moved that the Board of Regents, upon the recommendation of the President of the University, approve the Resolutions as presented authorizing the disposition of the structures known as College Courts 100, 200, 300 and 400 (Buildings #0007, #0008, #0009 and #0010) and on the West Farm Silo 1 (Building #0203) and Beef/Dairy Barn (Building #0231) at an estimated cost of \$75,000 for the latter two. Regent Price seconded and the motion carried.

<u>Full Board Action – Disposition of Structures – College Courts 100, 200, 300 and 400</u> (Buildings #0007, #0008, #0009 and #0010) and West Farm – Silo 1 (Building #0203) and Beef/Dairy Barn (Building#0231), approved

On behalf of the Buildings and Grounds Committee Regent Roark moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached Resolutions authorizing the disposition of the structures known as College Courts 100, 200, 300 and 400 (Buildings #0007, #0008, #0009 and #0010) and West Farm – Silo 1 (Building #0203) and Beef/Dairy Barn (Building#0231). Regent Shemberger seconded.

Regent Wilson clarified that all four buildings in College Courts may not be razed before the Fall Semester because housing occupancy is at maximum and there are still occupants at Station 74 who had already signed leases. The University might have to utilize space in at least one College Courts facility. It was agreed that the Board's expectation once the motion is approved relative to College Courts is that work to raze the buildings will be undertaken at the discretion of management.

There being a motion and a second, the roll was called with the following voting: Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Mr. Ovey, yes; Dr. Price, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; Dr. Wilson, yes and Mr. Owens, yes: The motion carried.

(See Attachments #10 and #11)

Program Statements

Veterinary Sciences Building, approved

On behalf of the Building and Grounds Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the Program Statement for the new Veterinary Sciences Building project as presented. Regent Ovey seconded and the motion carried.

Blackburn Window Replacements, approved

On behalf of the Buildings and Grounds Committee, Mr. Ovey moved that the Board of Regents, upon the recommendation of the President of the University, approve the Program Statement for the Blackburn Window Replacement project as presented. Regent Price seconded and the motion carried.

Wrather Hall Exterior Envelope Improvements, approved

On behalf of the Buildings and Grounds Committee, Regent Waldrop moved that the Board of Regents, upon the recommendation of the President of the University, approve the Program Statement for the Wrather Hall Exterior Envelope Improvements project as presented. Regent Ovey seconded and the motion carried.

Central Plant Chiller #2 Replacement and Chilled Water Upgrades, 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 Program Statement for the Central Plant Chiller #2 Replacement and Chilled Water Upgrades project as presented. Regent Price seconded and the motion carried.

Learning Commons with Residence Hall Rooms, approved

On behalf of the Buildings and Grounds Committee, Regent Ovey moved that the Board of Regents, upon the recommendation of the President of the University, approve the Program Statement for the new Learning Commons with Residence Hall Rooms project as submitted. Regent Fitch seconded and the motion carried.

<u>Full Board Action – Veterinary Sciences Building, Learning Commons with Residence Hall Rooms, Blackburn Window Replacements, Wrather Hall Exterior Envelope Improvements and Central Plant Chiller #2 Replacement and Chilled Water Upgrades, approved</u>

On behalf of the Buildings and Grounds Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approved the following Program Statements:

Veterinary Sciences Building

The 2024-26 Budget of the Commonwealth authorized and funded the construction for a Veterinary Sciences Building for \$60,000,000, with \$10,000,000 available in Fiscal Year 2024-2025 and \$50,000,000 available in fiscal year 2025-26. Currently, the Hutson School of Agriculture's Pre-veterinary Medicine and Veterinary Technology program is primarily housed at the West Farm campus in the Carman Animal Health Technology building.

An early feasibility report estimated that approximately 65,500 square feet will be needed for teaching and clinical facilities that will be comprised of classrooms, offices, student services, anatomy complex, teaching surgery, skills lab, field service/ambulatory, lobby, equine teaching center, food animal teaching center and mechanical spaces. The selected site for the new building will be at the West Farm with a façade facing College Farm Road in close proximity to the existing classroom building. The estimated total project cost is \$60,000,000 including design, sitework and construction. This project will need to have a Request for Proposal issued to obtain an architectural and engineering design team. Design for this project will begin in August 2024 and estimated construction completion will be January 2027. Appropriate approvals will be obtained from the State as needed.

Learning Commons with Residence Hall Rooms

The 2024-26 Budget of the Commonwealth authorized and funded the construction of a Learning Commons with housing in the amount of \$38,000,000. The new Learning Commons with University-owned housing building is proposed to have approximately 250 beds with no more than four floors. The building is estimated to be under 88,000 square feet. The first floor will house a dining concept and various learning spaces, including a Student Success Center, meeting spaces, a classroom and study rooms with a combination of private, semi-private and open areas with a variety of seating options. The resident rooms will be located on floors two through four.

The estimated total project cost is \$38,000,000 including design, site work and construction. Design for this project will begin in July 2024 and estimated construction completion will be August 2026. Appropriate approvals will be obtained from the State as needed.

Blackburn Window Replacement

The original (South) portion of the Blackburn Building was constructed in 1950 with the (North) addition following in 1966; both portions of the buildings were constructed to serve as instructional areas focused on the sciences. The building contains a basement, four floors and a Penthouse; the total area of the building is 146,763 square feet. The windows in both the 1950 and 1966 portions of the building are original and have deteriorated to the point where the building is experiencing consistent moisture intrusion. Also, given the age of the building, the windows have no thermal insulative properties and represent a significant energy cost. The focus of replacing the windows is to eliminate moisture intrusion and increase energy efficiency by installation of modern insulating glass window assemblies. Blackburn received a roof replacement in two phases, 2018 and 2019, structural stabilization in 2023 and is in the process of having the exterior of the building repainted. These window replacements will help complete the major building exterior envelope repairs and improvements.

Blackburn is one of the priorities in the University's continued asset preservation efforts. Window replacement will extend the functional life of one of the University's vital instructional facilities by preserving the building interior and increasing overall building efficiency by reducing heating and air conditioning loads. This project is funded through a line-item capital project for State Asset Preservation in the 2024-26 Budget of the Commonwealth. The estimated total project cost is \$1,115,000 including design, abatement and construction. Design for this project would begin in July 2024 and estimated construction completion will be May 2026. Appropriate approvals will be obtained from the State as needed.

Wrather Hall Exterior Envelope Improvements

Wrather Hall opened in 1924 as the first Administration Building of the Murray State Normal School. It originally held classrooms, offices, science labs, a gymnasium, auditorium and a cafeteria in the basement. In 1967, it was officially named Wrather Hall, for M.O. Wrather, a long-serving University administrator. Wrather Hall was placed on the National Register of Historic Places in 1975 and the Wrather West Kentucky Museum has been housed there since 1982. The building contains three floors; the total area of the facility is 28,250 square feet. The windows are original and have deteriorated to the point where the building is experiencing consistent moisture intrusion. Also, given the age of the building, the windows have no thermal insulative properties and represent a significant energy cost. The focus of replacing the windows is to eliminate moisture intrusion and increase energy efficiency by installation of modern insulating glass window assemblies. Water intrusion through the foundation and brick work needs to be addressed through foundation site work, adding French drains to carry water away from the building and masonry tuckpointing to prevent water from entering through missing mortar joints. More recent renovations include the roof replacement completed in 2015 and the Auditorium renovations, along with HVAC, Building Automated Systems and electrical upgrades, recently completed in the Fall of 2023. These current planned improvements will help complete the major building exterior envelope repairs and improvements, helping to preserve this historic building for many more years to come.

Wrather Hall is one of the University's priorities in continued asset preservation efforts. Preventing water intrusion and window replacement will extend the functional life of one of the University's vital instructional facilities by preserving the building's interior and increasing overall building efficiency by reducing heating and air conditioning loads. The estimated total project cost is \$1,920,000 including design, abatement and construction. This project is funded through a line-item capital project for State Asset Preservation in the 2024-26 Budget of the Commonwealth. Design for this project would begin in July 2024 and estimated construction completion would be May 2026. Appropriate approvals will be obtained from the State as needed.

Central Plant Chiller #2 Replacement and Chilled Water Upgrades

The Central Heating and Cooling Plant constructed in 1978 is the source of the core campus chilled water system used for air conditioning in the warmer months. The Central Plant currently has two 1,200-ton York chillers (chiller #1 & chiller #3) installed in 1999. Chiller #2 is a 1,200-ton chiller installed in 1977 and has not been in running condition for several years. Chilled water from this plant is used to cool 18 of the University's core campus buildings totaling approximately 1,300,000 square feet of conditioned space. At peak loads during the summer, the two current chillers run at maximum capacity, leaving no redundancy or back-up in the event of equipment failure. At off-peak times in the early Spring and late Fall, these chillers will often not be able to run due to low demand which causes overheating in some buildings. This project is proposed to replace the #2 chiller with a new 1,200-ton chiller that will not only add redundancy to our system but this chiller would also be configured to be able to run on low-peak days, helping to provide access to cooling for those buildings producing heat load.

The Central Plant is one of the University's priorities in the University's continued asset preservation efforts. This chiller replacement and upgrades to the chilled water distribution from the Central Plant will provide better control opportunities within campus buildings. This project is also in line with continuing HVAC upgrades in various campus buildings on the chilled water system. The estimated total project cost is \$2,800,000 including design and construction. This project is funded through a line-item capital project for State Asset Preservation in the 2024-26 Budget of the Commonwealth. This project is estimated to begin design in Summer 2024 with

construction estimated to be complete by March 2026. Appropriate approvals will be obtained from the State as needed.

Regent Fitch seconded and the roll was called with the following voting: Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Mr. Ovey, yes; Dr. Price, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; Dr. Wilson, yes and Mr. Owens, yes: The motion carried.

Adjournment

The Buildings and Grounds Committee adjourned at 1:47 p.m.

Finance Committee

Robbie Fitch – Chair Virginia Gray David Meinschein Leon Owens Melony Shemberger

Finance Chair Robbie Fitch called the Committee to order at 1:48 p.m. and reported all other members were present with the exception of Regent Meinschein.

2024 – 25 University Budget, Executive Summary and Salary Roster, approved

Regent Fitch reported the following with regard to the 2024 - 25 University Budget and Executive Summary:

- ➤ The University Budget is increasing by \$7.5 million over last year (4.5 percent change). Changes include COLA increases, funding for compensation reviews, addition and deletion of academic programs, mental health initiatives, deferred maintenance and continued transition into the Missouri Valley Conference.
- ➤ State appropriations are up from previous years due mainly to inflationary increases and increases in the Performance Funding Pool. Increases for property insurance are also included over \$2.7 million increase from last year.
- ➤ University leadership has also requested a 4.75 percent increase in residence hall rates. The Housing unit is totally self-supporting and must fully fund its entire budget. This includes the COLA increase for their employees. This rate will generate approximately \$1.7 million in new revenue and an additional \$1.6 million due to the acquisition of Station 74 (will be used for operational costs). Even with the housing rate increase, Murray State is still very competitive with other universities in the state in terms of the cost of campus housing.
- ➤ University leadership has requested a 5.2 percent increase for Dining Services and this is included in the contract already in place with Sodexo.
- ➤ Course fees and online fees have always been present at Murray State and have amounted to slightly over \$500,000 but the University has never budgeted for these monies. Included in the eBoard book is where the Hutson School of Agriculture has proposed select courses where students are required to make purchases from the Bookstore in addition to paying University tuition. The recommendation that has been included makes it to where students pay Murray State and this will cover the cost of the supplies needed for the identified classes. This represents the first time ever these funds have been budgeted.
- Fringe benefits have decreased in this budget by almost \$850,000 due to a small increase in health insurance premiums (\$150,000) but also a decrease in the state KERS fixed pension plan (\$960,000).

Regent Shemberger indicated the budget takes into account salary increases for employees and asset preservation needs at a rate where other institutions in the state cannot even compare. The budget allows the University to be progressive but also addresses the concerns of faculty, staff and students. It represents an impressive budget and appreciation was expressed to all involved in its development.

On behalf of the Finance Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the 2024-25 Summary Budget, Executive Summary (with Attachments A-G) and Salary Roster as presented. Regent Gray seconded and the motion carried.

<u>Full Board Action - 2024 - 25 University Budget, Executive Summary and Salary Roster, approved</u>

On behalf of the Finance Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the 2024-25 Summary Budget, Executive Summary (with Attachments A – G) and Salary Roster as presented. Regent Shemberger seconded and the roll was called with the following voting: Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Mr. Ovey, yes; Dr. Price, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; Dr. Wilson, yes and Mr. Owens, yes: The motion carried.

(See Attachments #12 - #14)

Establishment of the Bill and Merry Garrett Endowed Professorship in Veterinary Sciences Quasi-Endowment Match, approved

Regent Fitch reported that Bill and Merry Wadsworth Garrett met at Murray State University. Bill grew up in Gleason, Tennessee, and Merry in Winter Haven, Florida. They were married in 1948 and had been married for over 60 years at the time of Merry's death in 2009. Bill arrived at the University after World War II. During Merry's years at the University, she was active in several college groups and worked at the former Bank of Murray. Bill graduated in 1949 with a Bachelor of Science in Agriculture and they moved to Winter Haven, Florida, to begin a new life together. Bill was an agricultural business entrepreneur in the citrus industry of central Florida. Bill and Merry owned and operated citrus groves until 2006. Bill was also a long-time employee for a company which sold fertilizers, chemicals and supplies to the citrus industry. Bill and Merry were involved in real estate development and management as well.

Bill and Merry Garrett left a legacy gift of approximately \$4.25 million to Murray State University. It is the wishes of University leadership and the Hutson School of Agriculture that a portion of this gift be used to establish the *Bill and Merry Garrett Endowed Professorship in Veterinary Sciences Quasi-Endowment Match* in the amount of \$136,449 in accordance to the proposed guidelines provided and outlined. The \$136,449 will be submitted to the Council on Postsecondary Education to be considered for a match from the Comprehensive University Excellence Trust Fund (CUETF). The entirety of this gift will be considered an asset of the University but will be held by the MSU Foundation for investment and administration purposes in accordance with the Murray State University *Board of Regents Policy 2.9 – Investment Policies and Agreement – Section II.G.*

On behalf of the Finance Committee, Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the establishment of the *Bill and Merry Garrett Endowed Professorship in Veterinary Sciences Quasi-Endowment Match* to be administered in accordance with the guidelines provided. Regent Shemberger seconded and the motion carried.

<u>Full Board Action – Establishment of the Bill and Merry Garrett Endowed Professorship in Veterinary Sciences Quasi-Endowment Match, approved</u>

On behalf of the Finance Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the establishment of the *Bill and Merry Garrett Endowed Professorship in Veterinary Sciences Quasi-Endowment Match* to be administered in accordance with the attached guidelines. Regent Shemberger seconded and the motion carried.

(See Attachment #15)

Establishment of the Bill and Merry Garrett Veterinary Sciences Scholarship Quasi Endowment, approved

Bill and Merry Garrett left a legacy gift of approximately \$4.25 million to Murray State University. It is the wishes of University leadership and the Hutson School of Agriculture that a portion of this gift be used to establish a quasi-endowment in the amount of \$2.25 million. The spendable investment earnings from the *Bill and Merry Garrett Veterinary Sciences Scholarship Quasi-Endowment* will be used to support undergraduate and graduate scholarships in veterinary medicine in accordance with the proposed guidelines provided and outlined. The entirety of this gift will be considered an asset of the University but will be held by the MSU Foundation for investment and administration purposes in accordance with the Murray State University *Board of Regents Policy 2.9 – Investment Policies and Agreement – Section II.G.*

President Jackson reported that every University is allocated a set of funds for matching purposes as approved during the 2022 Legislative Session. The University has until June 30, 2024, to match all of these funds and has been waiting on the Garrett gift in order to accomplish this work but Executive Director Bernot and her team made sure this occurred. The University set aside a certain amount of funds for the professorship and the scholarship. Typically, the CPE will match that funding and handle it as the University recommends. Matching funds have been in existence since the 1998 or 1999 Legislative Session and the University has received millions over that period of time that are sent to the MSU Foundation to match. This year no more than 50 percent can be requested for scholarships which is why there is a split between it and the professorship. These monies can be used for Pre-Vet, Vet Tech or the Doctorate in Veterinary Medicine.

On behalf of the Finance Committee, Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the establishment of the *Bill and Merry Garrett Veterinary Sciences Scholarship Quasi-Endowment* to be administered in accordance with the guidelines provided. Regent Shemberger seconded and the motion carried.

<u>Full Board Action – Establishment of the Bill and Merry Garrett Veterinary Sciences Scholarship Quasi Endowment, approved</u>

On behalf of the Finance Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the establishment of the *Bill and Merry Garrett Veterinary Sciences Scholarship Quasi-Endowment* to be administered in accordance with the attached guidelines. Regent Shemberger seconded and the motion carried.

(See Attachment #16)

Establishment of the Bill and Merry Garrett Veterinary Sciences Scholarship Quasi-Endowment Match, approved

The Bill and Merry Garrett family left a legacy gift of approximately \$4.25 million to Murray State University. It is the wishes of University leadership and the Hutson School of Agriculture that a portion of this gift be used to establish a quasi-endowment in the amount of \$250,000. The spendable investment earnings from the *Bill and Merry Garrett Veterinary Sciences Scholarship Quasi-Endowment Match* will be used to support undergraduate scholarships and graduate fellowships in accordance with the proposed guidelines provided and outlined. Senior Vice President Dudley clarified that these match guidelines only call for graduate fellowships as required by the CPE. The \$250,000 will be submitted to the Council on Postsecondary Education to be considered for a match from the CUETF. The entirety of this gift will be considered an asset of the University but will be held by the MSU Foundation for investment and administration purposes in accordance with Murray State University *Board of Regents Policy 2.9 – Investment Policies and Agreement – Section II.G.*

On behalf of the Finance Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the establishment of the *Bill and Merry Garrett Veterinary Sciences Scholarship Quasi-Endowment Match* to be administered in accordance with the guidelines provided. Chair Owens seconded and the motion carried.

<u>Full Board Action – Establishment of the Bill and Merry Garrett Veterinary Sciences Scholarship Quasi-Endowment Match</u>, approved

On behalf of the Finance Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the establishment of the *Bill and Merry Garrett Veterinary Sciences Scholarship Quasi-Endowment Match* to be administered in accordance with the attached guidelines. Chair Shemberger seconded and the motion carried.

(See Attachment #17)

Establishment of the Bill and Merry Garrett Fund for Excellence Quasi-Endowment for the Hutson School of Agriculture, approved

Bill and Merry Garrett left a legacy gift of approximately \$4.25 million to Murray State University. It is the wishes of University leadership and the Hutson School of Agriculture that a portion of this gift be used to establish the *Bill and Merry Garrett Fund for Excellence Quasi-Endowment for the Hutson School of Agriculture* in the amount of approximately \$1.65 million pending final distribution in accordance with the proposed guidelines provided and outlined.

The entirety of this gift will be considered an asset of the University but will be held by the MSU Foundation for investment and administration purposes in accordance with the Murray State University *Board of Regents Policy 2.9 – Investment Policies and Agreement – Section II.G.*

On behalf of the Finance Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the establishment of the *Bill and Merry Garrett Fund for Excellence Quasi-Endowment for the Hutson School of Agriculture* to be administered in accordance with the guidelines provided. Chair Owens seconded and the motion carried.

<u>Full Board Action – Establishment of the Bill and Merry Garrett Fund for Excellence Quasi-</u> Endowment for the Hutson School of Agriculture, approved

On behalf of the Finance Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the establishment of the *Bill and Merry Garrett Fund for Excellence Quasi-Endowment for the Hutson School of Agriculture* to be administered in accordance with the attached guidelines. Regent Shemberger seconded and the motion carried.

(See Attachment #18)

State Endowment Matching Fund Request, approved

Regent Fitch reported that, as per the guidelines established for the 2022-24 Endowment Matching Program (also known as Bucks for Brains) of the Council on Postsecondary Education, the Board of Regents is required to acknowledge its oversight and approval of the endowment funds for which the University is seeking a qualifying match through the Comprehensive University Excellence Trust Fund. State funding for the Endowment Match Program is appropriated to the CUETF for the comprehensive institutions. The Trust Fund was created with passage of the Kentucky Postsecondary Education Improvement Act of 1997 – House Bill 1 (HB1). There is a dollar-for-dollar matching requirement and the guidelines stipulate that the boards of the institutions shall review and approve all donations, gifts and pledges that will be used to establish new endowments or expand existing endowments for which matching state funds will be requested. The University received state matching funds of \$10,070,787 from this program through June 30, 2014.

Per 2022 Regular Session HB1, all funds must support initiatives in the fields of science, technology, engineering, mathematics and health (STEM-H). For all comprehensive universities, at least 50 percent of the program funds must be endowed for the purpose of supporting chairs or professorship or research staff and infrastructure that directly support the research activities of an Endowed Chair or Professor. No more than 50 percent of the program funds may be endowed for the purpose of supporting mission support activities or graduate fellowships or undergraduate scholarships. The full amount of match must be submitted to the CPE by June 30, 2024. Documentation of Board approval must be submitted with each endowment request to the CPE. In the 2022-24 round of funding, Murray State University is eligible to receive matching funds of \$1,484,900. The University had requested the Board's approval of \$531,000 on December 9, 2023. Due to the need to separate these by scholarship funds and professorships, this recommendation includes the entire \$1,484,900 of endowments for submittal to the CPE for matching funds through the CUETF Matching Program. In addition, it is recommended that the state matching funds received be transferred to the MSU Foundation for investment purposes and be managed in a similar manner as the existing \$10,070,787 of state matching funds. These state matching funds will remain a University asset. On behalf of the Finance Committee, Chair Owens moved that the Board of Regents, upon the recommendation of the President of the University, approve the University's \$1,484,900 request for matching funds as supported by the schedule provided as required by the Kentucky Council on Postsecondary Education and approve for all state matching funds to be transferred to the Murray State University Foundation for investment purposes. Vice Chair Gray seconded and the motion carried.

Full Board Action - State Endowment Matching Fund Request, approved

On behalf of the Finance Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the University's \$1,484,900 request for matching funds as supported by the attached schedule as required by the Kentucky Council on Postsecondary Education and approve for all state matching funds to be transferred to the Murray State University Foundation for investment purposes. Regent Shemberger seconded and the motion carried.

(See Attachment #19)

Projects Approval, approved

Regent Fitch reported that the Delegation of Authority Item #20 states that "...Prior to moving forward, all projects, including price contracts related to capital projects, costing over \$500,000 and up to the threshold denoted by Kentucky 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 projects with a total estimated cost of over \$500,000 was provided. These projects include the Program Statements just approved, in addition to Carr Hall HVAC which has been in progress for some time.

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

(See Attachment #20)

Personal Services Contracts, approved

Regent Fitch reported that Item #11 of the Delegation of Authority stipulates that the Board: "....approve all Personal Services Contracts totaling more than \$50,000. The Board will be notified of all Personal Services Contracts between \$10,000 and \$50,000 before they are submitted to the Legislative Research Commission (LRC). Upon review, individual Board members may request that these be held for approval at the next Board meeting." A listing of contracts requiring approval by the Board of Regents was provided.

On behalf of the Finance Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the contracts as listed in the document provided per requirements of the Delegation of Authority Item #11. Vice Chair Gray seconded and the motion carried.

Full Board Action – Personal Services Contracts, approved

Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the contracts as listed in the attached document per requirements of the Delegation of Authority Item #11. Regent Shemberger seconded and the roll was called with the following voting: Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Mr. Ovey, yes; Dr. Price, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; Dr. Wilson, yes and Mr. Owens, yes: The motion carried.

(See Attachment #21)

All expressed appreciation to the Garrett's for the generous legacy they left at Murray State University.

Adjournment

The Finance Committee adjourned at 2:13 p.m.

Legislative and Economic Development Committee

Virginia Gray – Chair Ellie McGowan Matthew Price Emily Roark Tom Waldrop

Legislative Update, received

Legislative and Economic Development Chair Virginia Gray called the Committee to order at 2:15 p.m. and reported all other members were present.

- ➤ The 2024 Legislative Session ended on April 15, 2024 (*Sine Die*) and represented the most successful funding session in recent years for Murray State University.
- ➤ Key components of the 2024 Legislation Session were outlined earlier but highlights include \$60 million for a new Veterinary Sciences building; \$10 million in funding for construction, renovation and operations for the University's Cyber Education and Research Center; an appropriation of \$38 million for the construction of a new Learning Commons with a housing component; base appropriations of \$52.8 million for Fiscal Year 2024-25 and \$56.2 million for Fiscal Year 2025-26, including a \$1.8 million inflationary base increase each fiscal year and funding for the Breathitt Veterinary Center in the amount of \$4 million; asset preservation/deferred maintenance appropriation with no match required (\$46.6 million); reauthorizations/authorizations for University (agency) bonding (\$122.2 million); \$2.1 million in each fiscal year to cover the increase in the state's property insurance costs and a decrease of \$1.1 million in each fiscal year to support the University's share of the anticipated KERS retirement costs. It is clear that the Legislature recognizes the value of higher education and the importance of maintaining state assets.
- ➤ During the 2024 Legislative Session, \$105 million was allocated for Performance Funding for Fiscal Year 2025 and \$115 million for Fiscal Year 2026. This represented an 18.5 percent overall increase from the previous biennium. For Fiscal Year 2025, Murray State will receive \$4.76 million in performance funding dollars.
- The Student Government Association Rally for Higher Education/Posters-at-the-Capitol events were held in Frankfort in March and corresponding photos were shown. Appreciation was expressed to Regent McGowan for her efforts in Frankfort during the Legislative Session.
- ➤ Key components of Senate Joint Resolution 170 (SJR170) include:
 - Requires the CPE to contract with an outside entity to conduct a study regarding a doctoral program for professional practice and licensure in veterinary medicine at Murray State University. The Feasibility Study Murray State had already done was well received and educated a lot of legislators on the state of animal agriculture in Kentucky. Appreciation was expressed to Dean Parr for his work in this regard.
 - Requires the CPE to look at each comprehensive university's post-baccalaureate initiative and
 develop/present specific recommendations for the General Assembly to consider for action during
 the 2025 Regular Legislative Session. As examples, in addition to Murray State University's
 Doctorate of Veterinary Medicine, Eastern Kentucky University is interested in postbaccalaureate instruction in Osteopathic Medicine and Western Kentucky University would like
 to pursue Research 2 status.
 - Findings of the study will be submitted to the Legislative Research Commission by December 1, 2024, for referral to the Senate and House Committees on Education and Senate and House Committee on Appropriations and Revenue.
 - President Jackson has already been meeting with the CPE regarding a proposed budget, projected enrollment and other key attributes for a School of Veterinary Medicine at Murray State and all are being proactive in this regard.
 - Dean Parr, Facilities Management and others are conducting on site visits this summer to comparable institutions with schools of veterinary medicine. The Legislature specifically requested that these visits be undertaken at suggested model institutions. In response to a Regent question, President Jackson reminded the Board that there are specific statutes governing doctorates and another which allows the CPE to grant other programs. The University was also required to make a Legislative adjustment in order to be able to offer the Doctorate of Nursing Practice some years ago.

- Appreciation was expressed to the Legislature for supporting a School of Veterinary Medicine at Murray State University. The proposal overwhelmingly passed the House with 53 co-sponsors and the leadership Representative Richard Heath, Representative Mary Beth Imes and others supported the initiative from the onset. A companion bill was filed in the Senate in this regard by Senator Jason Howell who also serves as Agriculture Chairman. The bill had a great deal of support in the Senate but other universities also spoke up about wanting similar initiatives but had not advanced their ideas to the point of conducting a full Feasibility Study like the one undertaken by Murray State.
- Additional governmental activities since the Board last met include the following:
 - The School of Nursing and Health Professions Drug Safety Summit was held on March 26, 2024, and was hosted by Kentucky Attorney General Russell Coleman, former United States Drug Czar Jim Carroll, former United States Drug Enforcement Agency administrator Uttam Dhillon and others. The Summit was well attended and appreciation was expressed to Dean Byers for her efforts in this regard. Attorney General Coleman would like to see the initiative continue on a regular basis at Murray State and at other universities.
 - The University and the School of Engineering hosted the Paducah Area Community Reuse Organization on campus, including members of the Paducah City Commission, as well as Dr. Patrick White with the Nuclear Innovation Alliance. Discussions occurred on the future of nuclear energy in Kentucky and the United States. Appreciation was expressed to Dean Fuller and Director Rogers for helping host this event. The Tennessee Valley Authority was also part of the event which was well attended.
 - United States Senator Rand Paul visited campus on April 22, 2024, and held a Constituent Services Fair and many Murray State students participated in the event.
 - The Cybersecurity "Security Matter's" Conference was held on campus on April 25, 2024, and the MSU Cyber Center honored Representative Imes, Senator Howell and Senator Michael Nemes for their advocacy of the University's Cyber Center and program funding. Appreciation was expressed to Dean Fuller, Director Rogers and Director Ramage for helping to continue to educate legislators about Murray State's Program of Distinction.
 - President Jackson and the Murray Economic Development Corporation Board hosted Kentucky Secretary of Economic Development Jeff Noel's visit to Murray State University on June 3, 2024.
 - Additional visits have occurred with public officials and state and local lawmakers. Staff have attended interim committee meetings and CPE meetings and this work will continue throughout the Spring Semester.
 - On July 16, 2024, the President's Office will be hosting the West Kentucky Legislative Caucus Appreciation Lunch at Murray State.
 - Photos of these and other events were provided.
- Appreciation was expressed to Vice Chair Gray as her political experience and savvy and her relationships in Frankfort are a key reason Murray State is continuing to do so well in each Legislative Session. Vice Chair Gray goes above and beyond her role as a Board member and she is an awesome partner as difficult waters are navigated.
- The Murray State leadership team is also key to this work. Having a former State Senator as University President and an alumnus of the institution which he serves and having him serve as Chair of the Council of Presidents at the CPE are simply invaluable tools to possess in state higher education today. President Jackson is very valuable in Frankfort and well thought of among many of his colleagues who are still serving in the Legislature. Provost Todd is a former Calloway County Magistrate and this carries a great deal of weight in the Legislature. He is also the longest serving Provost in the state of Kentucky. Senior Vice President Dudley is one of the longest serving financial experts in the state and her expertise is routinely requested. Associate Provost Fister is considered to be the Performance Funding expert in the state of Kentucky and her expertise is also routinely requested by peer institutions. Vice President Robertson is the longest serving Vice President of Student Affairs in the state and his name arises constantly in Frankfort by alumni, lobbyists, interning students or staffers. Murray State punches way above its weight in Frankfort with the combined experience, relationships and knowledge that the Board and leadership teams possess. It is hoped faculty, staff and students realize the University leadership team represents a significant asset in Frankfort and Washington.

President Jackson reported that Executive Director Smith has worked in Frankfort and Washington, DC. He has done a fantastic job for Murray State and knows all 138 legislators in Kentucky. It takes these types of efforts – and those of the Board, faculty and staff and alumni – to make a difference in Frankfort. The work of all is very much appreciated.

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

Marketing and Community Engagement Committee

Matthew Price – Chair Ellie McGowan G. L. Ovey Tom Waldrop David Wilson

Marketing and Community Engagement Chair Matthew Price called the Committee to order at 2:25 p.m. and reported all other members were present.

<u>Gift-in-Kind – Travel Expenses for Head Football Coach Jody Wright, received, accepted and approved</u>

Executive Director Bernot reported that the gift of air travel expenses via Wheels Up (on demand private aviation) to bring new Murray State University Head Football Coach Jody Wright and his family to Murray, Kentucky, and back to South Carolina, January 11-17, 2024, has been received and the Board is required to receive, accept and approve the donation. Policy requires Board approval of any gift-in-kind over \$5,000. Appreciation was expressed to Robbie and Lisa Rudolph (former Regent and two-time nursing alumna) for their support. They are the donors who helped make this gift possible. The Rudolph's are incredible supporters of Murray State and Racer Athletics and all sincerely appreciate their support.

On behalf of the Marketing and Community Engagement Committee, Regent McGowan moved that the Board of Regents, upon the recommendation of the President of the University, receive, accept and approve the donation of air travel expenses for Wheels Up for Head Football Coach Jody Wright and his family to fly to Murray, Kentucky, and back to South Carolina January 11-17, 2024, with a value of \$15,977.46 from Rudolph's Inc. of Murray, Kentucky. Regent Ovey seconded and the motion carried.

<u>Full Board Action – Gift-in-Kind – Travel Expenses for Head Football Coach Jody Wright,</u> received, accepted and approved

On behalf of the Marketing and Community Engagement Committee, Regent Price moved that the Board of Regents, upon the recommendation of the President of the University, receive, accept and approve the donation of air travel expenses for Wheels Up for Head Football Coach Jody Wright and his family to fly to Murray, Kentucky, and back to South Carolina January 11-17, 2024, with a value of \$15,977.46 from Rudolph's Inc. of Murray, Kentucky. Regent Fitch seconded and the motion carried.

Adjournment

The Marketing and Community Engagement Committee adjourned at 2:38 p.m. The Quarterly Board of Regents Meeting and Committee meetings also adjourned for a break beginning at 2:38 p.m.

Reconvene

Chair Owens reconvened the Quarterly Board of Regents Meeting and Committee Meetings at 2:53 p.m. and indicated the next agenda item for consideration is the Resolution of Appreciation for Ms. Jeanie Morgan.

Resolution of Appreciation for Ms. Jeanie Morgan, approved

President Jackson reported that when he was a student at Murray State Jeanie Morgan was in the Student Government Association office. She has served this University for 48 years and has made a lasting impact on many. Her efforts are very much appreciated.

Regent McGowan read aloud the following Resolution of Appreciation for Ms. Jeanie Morgan:

MURRAY STATE UNIVERSITY BOARD OF REGENTS RESOLUTION OF APPRECIATION

JEANIE MORGAN

WHEREAS, Jeanie Morgan is synonymous with Student Life at Murray State University; and

WHEREAS, she began her professional career at Murray State University in August of 1976 and during her first eight years worked in Housing but in 1984 she made a significant move and began working with the Student Government Association (SGA), then called Student Activities, and continued to work in that area for her entire career; and

WHEREAS, Jeanie Morgan has announced her retirement after having dedicated 48 years of her life to serving thousands of Murray State students and, by changing their lives, has left an indelible mark on the institution and is known for coordinating the Homecoming Parade and annual Student Government Association Homecoming picture of former and current SGA members and has often indicated that "Homecoming is better than Christmas;" and

WHEREAS, Jeanie Morgan has impacted the Murray State campus by bringing significant concerts and speakers to Murray State University, booking innovative programs to enhance campus life, coordinating student organizations, serving as an advisor to Alpha Gamma Delta sorority and advisor to MSU Racer Girls dance team, coordinating the Ms. Murray State Scholarship pageant and creating the freshman class Gold Rush experience;

WHEREAS, she has been instrumental in leading the transition from University Center Board to the Campus Activities Board, being a founding member and organizer of the Kentucky Leadership Academy for Kentucky Colleges and Universities Student Government Officers, Advisors and Vice Presidents for Student Affairs and being an active leader in the National Association of Campus Activities through service and on the regional and national level through participation in the Annual Concert Workshop and Conference Planning Committees; and

WHEREAS, Jeanie Morgan has an innate ability to care for, nurture, motivate and mentor thousands of students; and

WHEREAS, the impact she has had in student development is evident by former Student Government members establishing and funding the Jeanie Morgan Scholarship; and

WHEREAS, Jeanie Morgan has been initiated into Omicron Delta Kappa Leadership Honor Society and Alpha Gamma Delta Sorority; has received the Staff Excellence Award, the Jim Bauer Outstanding Staff Award and the Athletic Department Lifetime Achievement Award and was named Lambda Chi Alpha's Outstanding Staff Member; and

WHEREAS, Jeanie Morgan has devoted the past 48 years to making Murray State University a welcoming, caring and student-oriented campus and students who refer to themselves as "Jeanie's kids" come back often to visit with her and show their appreciation; and

WHEREAS, she has served as a valuable source of counsel and advice for the Division of Student Affairs and has always been guided by what is best for the students;

NOW, THEREFORE, ON THIS 7th DAY OF JUNE, TWO THOUSAND AND TWENTY-FOUR, BE IT RESOLVED that we mark this milestone reverently with words Jeanie Morgan will hear again at the last milestone, "Well done, good and faithful servant."

AND BE IT FURTHER RESOLVED by the Murray State University Board of Regents that the recognition of the contributions and dedication of Jeanie Morgan be preserved in the Minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 7th day of June 2024.

Robert L Jackson, Ed.D.

President

C. Leon Owens

Chair, Board of Regents

Regent Ovey moved that the Board of Regents accept the Resolution as presented. Regent Roark seconded and the motion carried.

Ms. Morgan received a standing ovation, was presented with a framed Resolution of Appreciation and photos were taken. President Jackson recognized his wife Karen in the audience as she is one of "Jeanie's kids" too.

Ms. Morgan thanked the Board for this honor. She has loved Murray State forever and she loves her "kids." She asked all to remember they are here for the students and if everyone can remember that Murray State will continue to be the best University well into the future.

2024-25 Faculty Promotion Recommendations, approved

Provost Todd reported that the faculty listed below have been recommended for promotion to the respective rank, effective with the 2024-25 academic year.

Promotion to Associate Professor

Christine NaamanAccountingNajib SahyounAccountingIan TwardusAccounting

Jennifer Gaylord Center for Communication Disorders
Stephanie Schaaf Center for Communication Disorders

Jonathan Lvon Chemistry

Sean SimonsEducational Studies, Leadership and CounselingStephanie SullivanEducational Studies, Leadership and CounselingIsmail KarabasManagement, Marketing and Business Administration

Joan Eckroth-Riley Music Kristin Reid Nursing

Rupkatha Bardhan Occupational Safety and Health

Geoffrey Luurs Organizational Communication and Leadership

Promotion to Professor

Wayne Tervo Accounting

Kristie Guffey Agricultural Science **Sterling Wright** Biological Sciences

Bassil El Masri Earth and Environmental Sciences

Jessica Dunn Economics and Finance

Kemaly ParrAdolescent, Career and Special EducationRebecca Pender BaumEducational Studies, Leadership and CounselingRandal WilsonEducational Studies, Leadership and Counseling

Ho Ryong Park English and Philosophy

Amelia Dodd Exercise Science

Brian Clardy History **Selina Gao** History

Elizabeth Donovan Mathematics and Statistics

Tonia Mailow Nursing

Sherri Powers Occupational Therapy

Diane Nititham-TunneyPolitical Science and SociologyAzaher MollaPublic and Community Health

Jacob Hildebrant School of Engineering

Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University, approve the above-named faculty for promotion to the respective rank, effective with the 2024-25 contracts. Vice Chair Gray seconded.

As Faculty Regent, Dr. Shemberger congratulated these individuals on their promotion to the next respective rank. It is quite a journey to go from Assistant Professor to Associate Professor and also from Associate to full Professor. As Faculty Regent, she will also be supporting their movement to the next rank but will be passing on any promotional salary increase.

The roll was called with the following voting: Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Mr. Ovey, yes; Dr. Price, yes; Mrs. Roark, yes; Dr. Shemberger, yes (but abstained with regard to any salary increases); Mr. Waldrop, yes; Dr. Wilson, yes and Mr. Owens, yes. The motion carried.

Provost Todd reported that this is the largest class of promotions Murray State has ever experienced.

2024-25 Faculty Tenure Recommendations, approved

Provost Todd reported that the faculty listed below are recommended for the granting of tenure, effective with the 2024-25 academic year.

Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, award tenure to the above-named faculty, effective with the 2024-25 contracts. Regent Fitch seconded and the roll was called with the following voting: Dr. Fitch, yes; Mrs. Gray, yes; Ms. McGowan, yes; Mr. Ovey, yes; Dr. Price, yes; Mrs. Roark, yes; Dr. Shemberger, yes; Mr. Waldrop, yes; Dr. Wilson, yes and Mr. Owens, yes. The motion carried.

Personnel Changes

General Council Appointment - Robert L. Miller, reaffirmed

President Jackson reported that the Board of Regents approved the appointment of Mr. Robert L. Miller as Murray State University's new General Counsel at the Quarterly Meeting on March 9, 2018. As a result of approval of the *Delegation of Authority* (Item #14) at the March 12, 2014, Quarterly Board of Regents Meeting and last reviewed and reaffirmed at the August 25, 2023, Quarterly Meeting, the Board is responsible for the appointment of the University's external auditors, its General Counsel and the Internal Auditor.

Regent Ovey moved that the Board of Regents, upon the recommendation of the President of the University, reaffirm the appointment of Mr. Robert L. Miller as General Counsel for fiscal year 2024-25 at an annual salary of \$157,953 (2023-24 salary), plus any 2024-25 salary increases approved for all University employees, effective July 1, 2024. Regent Fitch seconded and the motion carried.

Policy Changes

<u>Policy on Academic Honesty – New Academic Honesty Appeal Procedure – Academic Bulletin (second reading), approved</u>

Associate Provost Fister reported that the Academic Honesty Appeal grants an avenue for a student appeal within a current term. Until this policy, the student could appeal the grade of a course after the term ended. The policy encourages the student to remain in the course while the appeal is in process. The appeal procedure focuses on a fall and spring adjudication timeline with clarification of the process provided if the appeal occurs within shorter academic terms. Academic leadership meetings with Chairs and Deans allowed for iterative changes over the last

year. General Counsel reviewed and provided suggested changes. Academic Council approved the updated policy on January 25, 2024, and it was included in today's meeting materials. The Board approved the first reading of the new Academic Honesty Appeal Procedure at its Quarterly Meeting on March 1, 2024.

Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the second reading of the attached Policy on Academic Honesty – new Academic Honesty Appeal Procedure for inclusion in the *Academic Bulletin*, effective as of July 1, 2024. Regent Fitch seconded and the motion carried.

(See Attachment #22)

New Board of Regents Policy Manual Section 1.8 – Posthumous Degree Policy (second reading), approved

Associate Provost Fister reported that Murray State University offers posthumous degrees upon the passing of a student to provide comfort to the families and the opportunity to cherish the student's memory. The process entails cooperation between the offices of Student Affairs and Academic Affairs to confer the degree and organize a process for the student's family to participate in Commencement, if the family so chooses. A policy and procedure are necessary in order to meet transparency and accreditation standards. The procedure below will be available on the Academic Affairs website.

Posthumous Degree Policy

Policy Statement:

The University may award a degree posthumously in recognition of a student who is near completion of their degree and passes away prior to meeting the requirements of the degree. The family of the deceased student and the campus community may find comfort in recognition of the achievements of the student by the conferral of a degree. This policy authorizes the awarding of a posthumous degree.

Undergraduate

A posthumous degree may be awarded to a deceased student who did not satisfy all degree requirements provided that such student was (1) in good standing the last semester attended, (2) made substantial progress toward the degree and (3) is approved by the Provost and President.

Graduate

A posthumous degree may be awarded to a deceased student who did not satisfy all degree requirements provided that the student was (1) in good standing the last semester attended, (2) was within 12 credit hours of graduation and (3) is approved by the Dean, Provost and President.

The Registrar is responsible for documenting conferral of the degree upon approval by the Board of Regents and will issue the diploma. The Dean may approve additional letters or written acknowledgements as appropriate.

Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the second reading of the new *Board of Regents Policy Manual* – *Section 1.8 – Posthumous Degree Policy*, effective July 1, 2024, as outlined above. Regent McGowan seconded and the motion carried.

<u>Faculty Handbook - Section 3.6.2. - Office of the Registrar - Course Syllabi Policy Revisions,</u> received

Provost Todd expressed appreciation to President David Roach and the membership of Faculty Senate for helping to maintain a positive working relationship. He believes it is the best

relationship among any of the universities in Kentucky. Appreciation was also expressed to Faculty Regent Shemberger for her role in this regard.

Provost Todd and Dr. Roach reported that the *Faculty Handbook* is designed to provide members of the faculty access to basic information in policies, procedures, benefits, services, rules and regulations that are of importance to them as teaching personnel employed at Murray State University. The following revised wording relative to *Faculty Handbook – Section 3.6.2. – Office of the Registrar – Course Syllabi* corrects a typo and removes the text of the Non-Discrimination Statement and replaces it with a self-described hyperlink to the current policy statement to ensure the information is always current, eliminating the need of the Statement of Affirmative Action and Equal Opportunity text.

Revised Wording

A syllabus documents the purpose, content, expectations, and requirements of a particular course. Syllabi are effective means of communicating course content and procedures to students as well as to faculty colleagues and other interested persons. For the faculty member, a well-designed syllabus provides a basis for assessing accomplishments against intentions. A syllabus is also a convenient aid in comparing courses and in sequencing and revising program offerings.

To facilitate meeting the expectations of SACSCOC, CAEP, CHEA, and other accrediting agencies, the University Academic Council adopted a reasonably standardized course syllabus outline. Faculty members are expected to provide a syllabus for each course they teach, consistent with the outline below. Such an outline should not be viewed as overly restrictive. Additions, deletions and other changes should be permitted to meet the unique requirements of various courses.

A course syllabus should include the following kinds of information:

Department

Course Prefix

Course Number

Credit Hours

Title

Course Descriptions and Prerequisite(s)

Course Objectives

Content Outline

Instructional Activities

Field, Clinical, and/or Laboratory Experiences

Text(s) and Resources

Evaluation and Grading Procedures

Attendance Policy

Academic Honesty Policy

Non-Discrimination Policy Statement (This will be hyperlinked to:

 $\frac{https://www.murraystate.edu/about/administration/OfficeOfInstitutionalDiversityEquit}{yandAccess/NonDiscriminationStatement.aspx})$

Other required departmental or collegiate committee information

This policy change was submitted for informational purposes only and required no Board action.

<u>Faculty Handbook – Section 3.6.4. – Office of the Registrar – Grade Reporting Policy</u> <u>Revisions (first reading), approved</u>

Provost Todd and Dr. Roach reported that the *Faculty Handbook* is designed to provide members of the faculty access to basic information in policies, procedures, benefits, services, rules and regulations that are of importance to them as teaching personnel employed at Murray State University. The following proposed wording relative to *Faculty Handbook – Section 3.6.4. – Office of the Registrar – Grade Reporting Policy* removes references to outdated procedures, clarifies the current procedure and specifies that grades shall be reported for all 100- and 200-level courses.

Proposed Wording

The Office of the Registrar will prepare a system to submit mid-term grades prior to the deadline published by the Registrar. Faculty will report midterm grades for all 100- and 200-level courses. After submission, the Office of the Registrar will make these grades available to each student. The Office of the Registrar will prepare a system to submit final grades prior to the beginning of final exams. Faculty must submit final grades by the deadline indicated by the Registrar.

Regent Waldrop moved that the Board of Regents, upon the recommendation of the President of the University, approve this first reading of the *Faculty Handbook – Section 3.6.4. – Office of the Registrar – Grade Reporting Policy* revisions. Regent Shemberger seconded and the motion carried.

President Jackson expressed appreciation to Dr. Roach for all that he does. He has a tremendous teaching load in addition to serving as the Faculty Senate President. He especially appreciates the working relationship they share. Dr. Roach added that he has been honored to be elected to serve as Faculty Senate President for five years. The Faculty Senate and the administration work as a team, the communication lines are open and progress is being made.

<u>Personnel Policies and Procedures Manual – Policy III E – Pay Plan (first reading), approved</u>

Director Hixon reported that the proposed $Personnel\ Policies\ and\ Procedures\ Manual\ changes$ to $Policy\ III\ E-Pay\ Plan$ — will apply to all staff positions (non-exempt and exempt) based on the staff pay plan recommendations from the compensation review just completed. The proposed policy changes update the percentage per grade increase for a change in a job to follow the midpoint progression percentage which measures the space from one grade to the next. The mid-point progression ranges from 5 percent up to 10 percent on the new recommended staff pay plan which will allow for a higher percentage of change for some positions depending on the assigned grade.

Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached *Personnel Policies and Procedures Manual – Policy III E – Pay Plan –* as presented in this first reading. Regent Fitch seconded and the motion carried.

(See Attachment #23)

Resolutions of Appreciation

Retiring Faculty and Staff, Ms. Ellie McGowan and Vice Chair Virginia Gray, approved

Regent Shemberger indicated she had the honor of serving in some capacity with many of the faculty members included on the listing provided. She has come to know these faculty members who have brought experience and enthusiasm to their positions over the years and they will be sorely missed in the classroom and by their colleagues. All were congratulated and she looks forward to seeing their next chapters. Regent Wilson indicated he has worked with many of the staff members included on the listing provided. As these individuals decide to depart from the University, Murray State also loses their expertise. It is difficult to replace that experience and these colleagues will be missed.

Chair Owens read aloud the following Resolution:

BOARD OF REGENTS MURRAY STATE UNIVERSITY Resolution

WHEREAS, the following faculty and staff members of Murray State University are retiring or have retired during the 2023-24 year:

Bassam Atieh – Occupational Safety and Health, 33.5 years **Steve Dublin** – Management, Marketing and Business Administration, 26.5 years

Robert Donnelly – Mathematics and Statistics, 27 years
Yoko Hatakeyama – Global Languages and Theatre Arts, 30 years
Felicia Jones – Animal Health Technology/Pre-Veterinary Medicine, 27 years
Debbie Owens – Journalism and Mass Communications, 22 years
Thérèse Saintpaul – Global Languages and Theatre Arts, 24 years
Raymond Sims – Education and Human Services, 24 years
Sue Sroda – English and Philosophy, 27 years
John Van Hooser – Agriculture, 20 years
Jeffrey Wylie – Criminal Justice and Social Work, 27 years

Terry Anderson – Facilities Management, 26 years
Gary Cowan – Facilities Management, 27 years
Susanne D'Angelo – Mathematics and Statistics, 15 years
Patricia Godwin – Breathitt Veterinary Center, 12 years
Kimberly Hall – Jones College of Science, Engineering and Technology, 16 years
Janet Hudgins – Branding, Marketing and Communication, 19 years
Donna Jackson – Murray State University Police Department, 20.5 years
Lisa Joiner – Center for Adult and Regional Education, 43 years
Sondra Kreger – Breathitt Veterinary Center, 6.5 years
Jeanie (Gloria) Morgan – Student Life/Curris Center, 48 years
Jennie Rottinghaus – Office of Development, 22 years
Steven Rowhuff – Information Systems, 27 years
Ira Scott – Murray State University Police Department, 11 years
Sally Sroda – Chemistry, 5 years

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

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

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

NOW, *THEREFORE*, *BE IT RESOLVED* that the University recognizes these individuals and their collective total of 586 years of service to Murray State University; and

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

Leon Øwens - Chair, Board of Regents

June 7, 2024

These individuals were recognized with a round of applause.

Chair Owens read aloud the following Resolution:

MURRAY STATE UNIVERSITY BOARD OF REGENTS RESOLUTION OF APPRECIATION

ELLIE MCGOWAN

WHEREAS, Ellie McGowan was elected by the student body of Murray State University to serve as President of the Student Government Association and accordingly served as the student member of the Murray State University Board of Regents for the 2022-23 academic year and was re-elected to serve for the 2023-24 academic year; and

WHEREAS, she possesses maturity, sound judgment and strong moral values when contributing to the discussion on various issues that came before the Board of Regents; provided leadership as Co-Chair of

the Enrollment Management and Student Success Committee and rendered service to the Audit and Compliance, Legislative and Economic Development and Presidential Evaluation Processes Review committees in 2022-23 and 2023-24 and provided valuable input on the Marketing and Community Engagement Committee in 2023-24;

WHEREAS, Ellie McGowan has demonstrated characteristics of a keen intellect, courage, common sense and independent thinking throughout her two terms on the Board of Regents; and

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

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

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

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

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

BE IT FINALLY RESOLVED by the Murray State University Board of Regents that this recognition of the contributions and dedication of Ellie McGowan be preserved in the Minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 7th day of June 2024.

C. Leon Owens

Chair, Board of Regents

Robert L Jackson, Ed.D.

President

Regent McGowan received a round of applause and photos were taken.

Chair Owens reported that at the time he and Regent Shemberger were sworn in together, there was one person who was kind and always willing to share her insight and experiences on the Board and that was Mrs. Virginia Gray. Over the years they have grown to appreciate not only her friendship but all love her family. She has been an integral part of the Board and her service is appreciated.

Chair Owens read aloud the following Resolution:

MURRAY STATE UNIVERSITY BOARD OF REGENTS RESOLUTION OF APPRECIATION

VIRGINIA BISHOP GRAY

WHEREAS, Virginia Bishop Gray was appointed by the former Governor of Kentucky – Matthew G. Bevin – to the Board of Regents of Murray State University on July 27, 2018, to fill the expired term of Stephen Williams for a term ending June 30, 2024; and

WHEREAS, she has exemplified outstanding leadership on the Board of Regents as Vice Chair for 2023 –2024; Chair of the Legislative and Economic Development Committee since her appointment to the Board and member of the Finance Committee (2022-24), Academic Excellence and Scholarly Activities Committee (2018-24), Enrollment Management and Student Success Committee (2018-22) and Marketing and Community Engagement Committee (2019-23);

WHEREAS, Virginia Bishop Gray provided Ad Hoc Committee service as a member of the Presidential Evaluation Processes Review Committee (2020-24) and Honorary Doctorate Committee (2021-24) and as an ex-officio member of the Murray State University Board of Trustees (2023-24); and

WHEREAS, she has been involved in many initiatives for the improvement and advancement of the University in its efforts to serve the educational and health care needs of the citizens of the Commonwealth; and

WHEREAS, Virginia Bishop Gray's leadership has been strong, inclusive and encouraging, leading to a cohesive, dynamic and forward-looking Board; and

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

NOW, THEREFORE, ON THIS 7th DAY OF JUNE, TWO THOUSAND AND TWENTY-FOUR, BE IT RESOLVED that we mark the milestone reverently with words Virginia Bishop Gray will hear again at the last milestone, "Well done, good and faithful servant."

AND BE IT FURTHER RESOLVED by the Murray State University Board of Regents that the recognition of the contribution and dedication of Virginia Bishop Gray be preserved in the Minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 7th day of June 2024.

C. Leon Owens

Chair, Board of Regents

Robert L Jackson, Ed.D

President

Regent Gray received a round of applause and photos were taken. Vice Chair Gray expressed appreciation for this honor. It has been an honor and privilege to serve on this Board. Six days after she was appointed the former President of the University resigned. All endured through the process and at that time the Board was not as cohesive as it is now. The wishes of the community in her mind and what she fought for was that Murray State is a taxpayer funded University and she did not think it was appropriate to spend \$150,000 on a Search Committee when the Murray State community and the community at large overwhelmingly supported Dr. Jackson. That decision turned out to be the right one. When President Jackson was appointed, donations to the University doubled and the process of determining how to turn this huge ship around – where enrollment was in severe decline – began. Dr. Jackson immediately jumped in and put the right people in place who all did an amazing job as evidenced by where enrollment is now. There were so many gaps that had to be filled but Dr. Jackson and the Board made those difficult decisions. Dr. Tharpe was passionate about deferred maintenance and steps were taken to develop a process to begin internally funding needs that had been overlooked for years. Things have evolved so much over the past six years and it has truly been an honor to be part of this work. She expressed appreciation to her colleagues on this Board as all have been appointed because they have some type of influence. She encourages all to use that political coin and that influence to better this University, regardless if it goes against individuals in elected office. If one knows something is right for Murray State, it is okay to push back and she absolutely expects everyone to do that moving forward. Over this past year she has been working with Chair Owens, President Jackson and Executive Director Smith to advance a School of Veterinary Medicine at Murray State and believes it will come to fruition. She may have been a bit aggressive at times and was called mean by one legislator. What she did was all for the sole purpose of the betterment of this University and she still 100 percent believes Murray State is headed in the right direction in trying to pursue a School of Veterinary Medicine for this campus. She loves Murray State. She did not graduate from Murray State but it is the finest place she knows and the University will forever be in her heart. Vice Chair Gray received a standing ovation.

President Jackson reported that when visiting legislative offices in Frankfort it is known Vice Chair Gray is passionate, cares about and works hard for this University. Regent McGowan and Vice Chair Gray will be missed immensely.

Regent Waldrop moved that the Board of Regents, upon the recommendation of the President of the University, approve Resolutions as just read aloud. Regent Fitch seconded and the motion carried.

Board of Regents Organizational Materials

2024-25 Election of Board of Regents Officers and Reaffirmation of Treasurer, approved

Chair Owens stated that in accordance with the *Bylaws* of the Board of Regents, all officers are elected annually at the Spring Quarterly Meeting and shall serve for one year, commencing

July 1 following their election. A separate election shall be conducted for each of the officers: Chair, Vice Chair and Secretary. The Treasurer is appointed by and serves at the pleasure of the Board. Chair Owens read aloud the Procedural Guidelines for the Election of Officers which were also provided in the eBoard book.

Vice Chair Gray declared that nominations were in order for Chair of the Board of Regents, beginning July 1, 2024, through June 30, 2025. The Secretary called the roll and Regent Fitch nominated Leon Owens. All other members passed. There being only one nomination, Leon Owens was unanimously elected Chair, according to the *Bylaws* of the Murray State University Board of Regents, effective July 1, 2024. Regent Owens received a round of applause.

Chair Owens declared that nominations were in order for Vice Chair of the Board of Regents beginning July 1, 2024, through June 30, 2025. The Secretary called the roll and Regent Fitch passed. Regent Gray nominated Dr. Robbie Fitch. All other members passed. Chair Owens indicated there being only one nomination, Dr. Robbie Fitch is unanimously elected Vice Chair, according to the *Bylaws* of the Murray State University Board of Regents, effective July 1, 2024. Regent Fitch received a round of applause.

Chair Owens declared that nominations were in order for Secretary of the Board of Regents beginning July 1, 2024, through June 30, 2025. The Secretary called the roll and Regent Fitch nominated Jill Hunt. All other members passed. Chair Owens indicated there being only one nomination, Jill Hunt is unanimously elected Secretary of the Board, according to the *Bylaws* of the Murray State University Board of Regents, effective July 1, 2024. Ms. Hunt received a round of applause.

Chair Owens stated that it has been standard practice during this meeting for the Board to reaffirm the appointment of a Treasurer to the Board of Regents. Regent Fitch nominated Jackie Dudley as Treasurer. Regent Shemberger seconded and the motion carried. Chair Owens announced that Jackie Dudley is unanimously reaffirmed as Treasurer to the Board of Regents, effective July 1, 2024, through June 30, 2025. Ms. Dudley received a round of applause.

2024-25 Board of Regents Meeting Dates, approved

Following discussion, 2024-25 Board of Regents meeting dates were set as follows:

- Annual Retreat Thursday, September 12, 2024
- Summer Quarterly Board of Regents Meeting Friday, September 13, 2024
- Fall Quarterly Board of Regents Meeting Friday, December 13, 2024
- Winter Quarterly Board of Regents Meeting Friday, March 28, 2025
- Spring Quarterly Board of Regents Meeting Friday, June 6, 2025

Supplemental Materials, received

President Jackson reported that supplemental materials were included in the eBoard book as follows: "Good News" Report (Spring 2024); Quarterly Branding, Marketing and Communication Report (January – March 2024) and Sponsored Programs – Grants and Contracts Report – Awards by College/Department and Awards by Funding Source. The Litigation Status Report prepared by General Counsel Miller was provided in a separate, confidential eBoard book. These reports were provided for informational purposes only and required no Board action.

Other Business

Chair Owens expressed appreciation to President Jackson and the Board of Regents for their work today.

Adjournment

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

The Board of Regents Quarterly Meeting and Committee Meetings adjourned at 3:48 p.m.

Secretary Jill Hunt	Chair Leon Owens
(The remainder of this page intentionally	left blank to allow for inclusion of attachments.)

