



AGENDA
Eastern Kentucky University
Board of Regents
Quarterly Meeting

August 29, 2019



VICE PRESIDENT MIKE PENCE VISIT TO ECU'S MANCHESTER CAMPUS

My Dear Fellow Colonels:

I am reflecting on the recent event that was held at our ECU regional campus at Manchester on August 8th 2019. This historic day featured the Vice President of the United States, Mike Pence, who was the featured speaker at the Innovative Readiness Training Program held on the ECU Manchester campus. Vice President Pence's remarks focused on work to relieve the opioid addiction problem that plagues many areas of the United States, including Kentucky. This event is another milestone in ECU's history, to have a sitting Vice President of the United States visit one of our regional campuses and address important issues that have an impact on Kentucky's citizens.

In addition to Vice President Pence, ECU has entertained many public figures over the years, including the President of the United States Donald Trump, former First Lady Michelle Obama, governors, senators, representatives, candidates and other political figures.

The venue was very well organized and expertly-coordinated by a team that consisted of top talent from ECU Conferencing and Events, ECU Facilities, ECU Public Safety, members of the President's council and many others who helped present an accommodating venue for this occasion. I would like to take the opportunity to thank every one of them.

ECU has some of the best and the brightest people as members of an incredible staff, top-notch faculty, brilliant students, finest athletes, great management and a vibrant board.

As we face budgetary constraints similar to other institutions in the Commonwealth, one thing that sets us apart from the others is the vast talent pool at ECU. Dedicated individuals working seamlessly together to achieve wonderful accomplishments; with fewer resources. On a personal level, I feel very confident and proud of your accomplishments and our milestones.

Knowing we can successfully accomplish historic events like the one above indicates to me that we are far more capable of undertaking anything even beyond our own imagination. This event is yet another feather in our cap.

Great days are ahead...ECU pride world-wide....Go Colonels !!!

Yours Sincerely,



Vasu
Vasu Vasudevan
ECU Board of Regents

**Eastern Kentucky University
Board of Regents**

Quarterly Meeting

August 29, 2019

**O'Donnell Auditorium
Whitlock Building
Eastern Kentucky University**

Committee Meetings will begin at 12:30 p.m. and run consecutively.

SCHEDULE

- 11:30 a.m. Lunch (optional) – Case Dining, Regents Room
 Buffet with Executive Committee of Student Government Association and invited guests
- 12:30 p.m. Convene Committee Meetings in O'Donnell Auditorium, Whitlock Building
- Diversity and Inclusion Committee
- Student Life and Athletics Committee
- Audit and Compliance Committee
- Finance and Administration Committee
- Organizational Performance, Enrollment Growth and Student Success Committee
- Executive Committee and Academic Affairs
- 1:30 p.m. Convene Board Meeting in O'Donnell Auditorium, Whitlock Building

**Eastern Kentucky University
Board of Regents**

**Diversity and Inclusion Committee
Agenda**

August 29, 2019

**O'Donnell Auditorium
Whitlock Building
Eastern Kentucky University**

12:30 p.m.

- I. Swearing in of New Student Regent Madison Lipscomb**
- II. Call to Order** (Committee Chair Juan Castro)
- III. Information Items**
 - A.** Report on summer diversity camps
 - B.** Report from President Benson on the President's Inclusive Excellence Advisory Committee
- IV. New Business**
- V. Adjourn**

Eastern Kentucky University
Board of Regents

Student Life and Athletics Committee
Agenda

August 29, 2019

O'Donnell Auditorium
Whitlock Building
Eastern Kentucky University

- I. **Call to Order** (Committee Chair Vasu Vasudevan)
- II. **Information Items**
 - A. Big E Welcome Update (Dr. Skip Daugherty)
 - B. Athletes Preview (Steve Lochmueller) 13
- III. **Action Items**
 - A. Consent Agenda
 - i. Approval of the June 18, 2019 Student Life, Discipline and Athletics Committee Minutes (Vasu Vasudevan) 17
- IV. **New Business**
- V. **Adjourn**

Eastern Kentucky University
Board of Regents

Audit and Compliance Committee
Agenda

August 29, 2019

O'Donnell Auditorium
Whitlock Building
Eastern Kentucky University

- I. **Call to Order** (Committee Chair Alan Long)
- II. **Information Item**
 - A. Update on Ethics Hotline Reporting (Mark Maier).....20
- III. **Action Item**
 - A. Consent Agenda
 - i. Approval of the June 18, 2019 Audit and Compliance Committee Minutes
(Alan Long).....21
- IV. **New Business**
- V. **Adjourn**

Eastern Kentucky University
Board of Regents

Finance and Administration Committee
Agenda

August 29, 2019

O'Donnell Auditorium
Whitlock Building
Eastern Kentucky University

- I. **Call to Order** (Committee Chair Lynn Taylor Tye)
- II. **Information Items**
 - A. Financial Update (Barry Poynter)
 - i. Update on Refunding of 2009 Series A Bonds
 - B. Construction Update (Brian Wilcox)
- III. **Action Items**
 - A. Consent Agenda
 - i. Approval of the June 18, 2019 Finance and Planning Committee Minutes
(Juan Castro)24
 - ii. Richmond Utilities Easement (Brian Wilcox)26
- IV. **New Business**
- V. **Adjourn**

Eastern Kentucky University
Board of Regents

Organizational Performance, Enrollment Growth and Student Success Committee
Agenda

August 29, 2019

O'Donnell Auditorium
Whitlock Building
Eastern Kentucky University

- I. **Call to Order** (Committee Co-Chair Jason Marion)
- II. **Information Items**
 - A. Profile of the Freshmen Class (Dr. Gene Palka) 37
 - B. Fall Enrollment Report by College and Academic Program (Dr. Tanlee Wasson)
 - C. Recruitment Plan for 2020 (Dr. Gene Palka; Dr. Tanlee Wasson)
- III. **Action Item**
 - A. Consent Agenda
 - i. Strategic Plan Extension (Dr. Tanlee Wasson)..... 57
- IV. **New Business**
- V. **Adjourn**

Eastern Kentucky University
Board of Regents
Executive and Academic Affairs Committee
Agenda

August 29, 2019

O'Donnell Auditorium
Whitlock Building
Eastern Kentucky University

- I. **Call to Order** (Committee Chair Lewis Diaz)
- II. **Information Item**
 - A. Academic Affairs Update (Dr. Jerry Pogatshnik)
 - i. Update on Aviation and ECU e-Campus
- III. **Action Item**
 - A. Consent Agenda
 - i. Approval of the June 18, 2019 Executive and Academic Affairs Committee Minutes
(Lewis Diaz) 72
- IV. **New Business**
- V. **Adjourn**

Eastern Kentucky University
Board of Regents

Regular Quarterly Meeting
Agenda

August 29, 2019

O'Donnell Auditorium
Whitlock Building
Eastern Kentucky University

1:30 p.m.

- I. Call to Order
- II. Information Item
 - A. Staff Reports
 - 1. Legislative Update (Ethan Witt)75
 - B. Additional Reports to the Board
 - 1. Marco Ciocca, Faculty Senate Chair
 - 2. Caelin Scott, Staff Council Chair
 - 3. Madison Lipscomb, SGA President
 - 4. Michael Benson, President
 - 5. Lewis Diaz, Chair
- III. Action Items
 - A. Consent Agenda
 - i. Approval of the June 18, 2019 Board Meeting Minutes (Lewis Diaz).....80
 - ii. Personnel Actions (President Benson)89
 - iii. Strategic Plan Extension.....57
 - iv. Richmond Utilities Easement26
 - B. Resolution honoring 90 years of contributions of the Engle family
- IV. New Business
- V. Other Business
- VI. Adjournment

**Eastern Kentucky University
Board of Regents**

**Diversity and Inclusion Committee
Agenda**

August 29, 2019

**O'Donnell Auditorium
Whitlock Building
Eastern Kentucky University**

12:30 p.m.

- I. Swearing in of New Student Regent Madison Lipscomb**
- II. Call to Order** (Committee Chair Juan Castro)
- III. Information Items**
 - A.** Report on summer diversity camps
 - B.** Report from President Benson on the President's Inclusive Excellence Advisory Committee
- IV. New Business**
- V. Adjourn**

Eastern Kentucky University
Board of Regents
Student Life and Athletics Committee
Agenda

August 29, 2019

O'Donnell Auditorium
Whitlock Building
Eastern Kentucky University

- I. **Call to Order** (Committee Chair Vasu Vasudevan)
- II. **Information Items**
 - A. Big E Welcome Update (Dr. Skip Daugherty)
 - B. Athletes Preview (Steve Lochmueller) 13
- III. **Action Items**
 - A. Consent Agenda
 - i. Approval of the June 18, 2019 Student Life, Discipline and Athletics Committee Minutes (Vasu Vasudevan) 17
- IV. **New Business**
- V. **Adjourn**

EKU Student-Athletes and Bratzke Center Stats for AY 2018-19

- Per NCAA Graduation Rate (GSR), EKU Student-Athletes are graduating at a rate of 86% ***(4% increase from the previous year)***
- 15th straight semesters with the cumulative all student-athletes GPA above 3.00
- Spring 2019 All Student-Athletes GPA – 3.131 ***(second highest overall student-athlete GPA of all time)***
- 3,835 hours of community service hours ***(the most community service hours of all time)***

2018-19 Highlights

- New EKUSports fan app now available for iPhone and Android devices. The new app will allow us to reach students and fans directly with push notifications.
- Enhancements to the players' lounge in the new football locker room made possible by a generous gift from former Colonel All-American Ernie House
- New signage added to Begley Building side of Roy Kidd Stadium
- BigE Stadium Club added as premium seating options at Roy Kidd Stadium

2018-19 Highlights

- Beach volleyball debuted as a varsity sport
- Samantha Williams (women's basketball), Johnna Fouch (volleyball), Mandy Moore (women's golf), Mike Whitson (men's golf) and Matt Cosinuke (soccer) were hired as new head coaches
- Erin Torrence (soccer), Chloe Rojas (volleyball), Nick Howie (baseball) and Ryland Kerr (baseball) were chosen as Academic All-Americans
- Ohio Valley Conference Champions: Women's Cross Country, Men's Cross Country, Men's Indoor Track

2018-19 Highlights

- James Sugira won the NCAA Southeast Regional individual title, placed 14th at the NCAA Championships and earned All-America honors
- The men's cross country team finished 16th at the NCAA Championships, the second-best performance in program history
- Dance Team placed third in the nation in Pom and Team performance divisions, their best finish ever
- All-Girl Cheer nearly doubled its squad from last year (17 in 2018, 32 in 2019)
- Co-Ed Cheer added in roster size from 18 to 22
- Co-Ed Cheer placed 2nd in their division (highest ranking by a co-ed squad at ECU)

**Eastern Kentucky University
Board of Regents
Student Life, Discipline and Athletics Committee
Meeting Minutes**

June 18, 2019

**Black Box Theatre
Center for the Arts
Eastern Kentucky University**

Call to Order

Committee Chair Vasu Vasudevan called the meeting of the Student Life, Discipline and Athletics Committee to order at 12:32 p.m. at the Black Box Theatre, Center for the Arts, Eastern Kentucky University. Committee Chair Vasudevan established a quorum was present.

Committee Members Present

Vasu Vasudevan
Alan Long
Bryan Makinen
Jason Marion
Ryan Wiggins

Committee Members Absent

Laura Babbage

Action Items

A. Consent Agenda

i. Approval of the February 22, 2019 Student Life, Discipline and Athletics Committee Meeting Minutes

Regent Makinen moved to approve the minutes of the February 22, 2019 meeting of the Student Life, Discipline and Athletics Committee. The motion was seconded by Regent Long. The motion passed by voice vote.

ii. **Approval of the April 2, 2019 Special Meeting of the Student Life, Discipline and Athletics Committee Meeting Minutes**

Regent Wiggins moved to approve the minutes of the April 2, 2019 special meeting of the Student Life, Discipline and Athletics Committee. The motion was seconded by Regent Makinen. The motion passed by voice vote.

New Business

There was no new business.

Adjourn

Hearing no objection, Committee Chair Vasudevan declared the meeting of the Student Life, Discipline and Athletics Committee adjourned at 12:34 p.m.

Eastern Kentucky University
Board of Regents

Audit and Compliance Committee
Agenda

August 29, 2019

O'Donnell Auditorium
Whitlock Building
Eastern Kentucky University

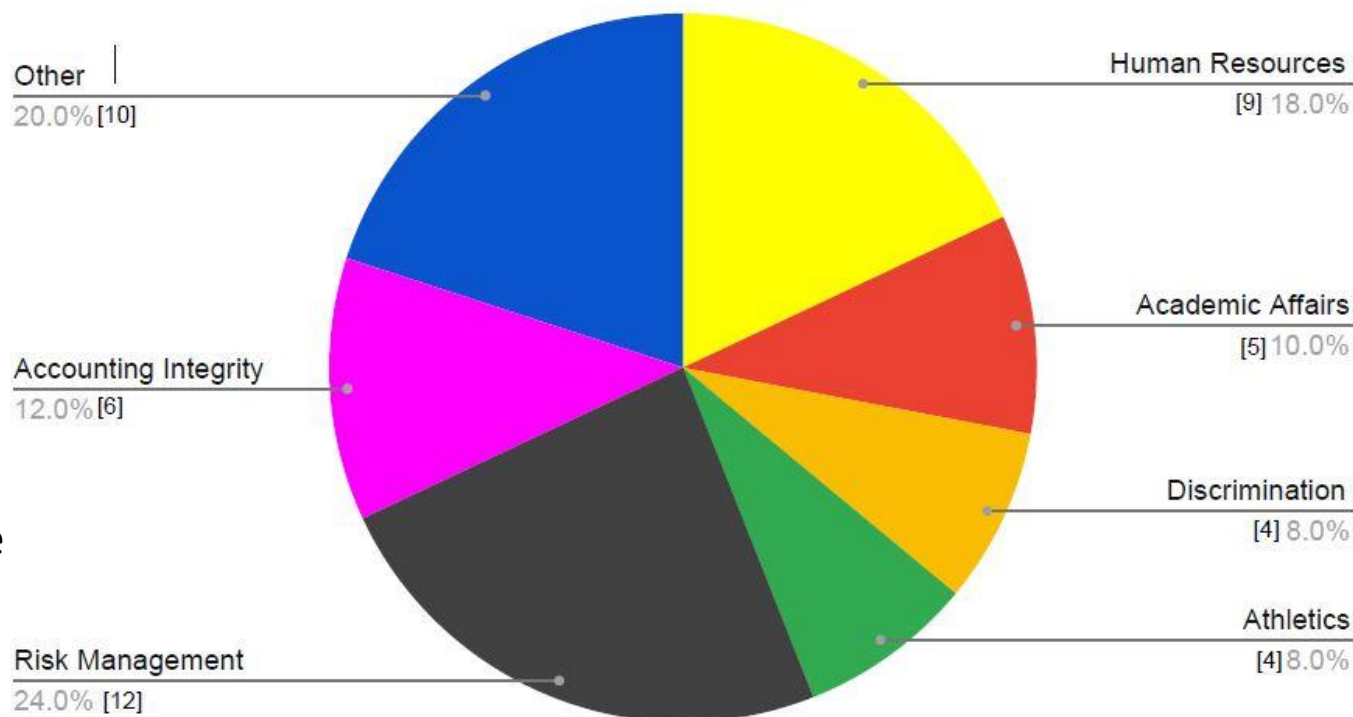
- I. **Call to Order** (Committee Chair Alan Long)
- II. **Information Item**
 - A. Update on Ethics Hotline Reporting (Mark Maier)20
- III. **Action Item**
 - A. Consent Agenda
 - i. Approval of the June 18, 2019 Audit and Compliance Committee Minutes
(Alan Long).....21
- IV. **New Business**
- V. **Adjourn**

Eastern Kentucky University Compliance

- Compliance program began in early 2015
- Approximately 260-280 Federal Regulations apply to Higher Ed
- Program and EthicsPoint hotline offer compliance and reporting resources to employees

EthicsPoint Reports

- 50 reports since March 2015
- Approx. 11 reports/year
- 44 reports from employees
- Next steps to increase awareness and trust in process



**Board of Regents
Eastern Kentucky University
Audit and Compliance Committee
Meeting Minutes**

June 18, 2019

**Black Box Theatre
EKU Center for the Arts
Eastern Kentucky University**

Call to Order

Committee Chair Alan Long called the meeting of the Audit and Compliance Committee of the Board of Regents to order at 12:35 p.m. at the Black Box Theatre, ECU Center for the Arts, Eastern Kentucky University. Committee Chair Long established that a quorum was present.

Committee Members Present

Alan Long
Juan Castro
Bryan Makinen
Lynn Taylor Tye
Vasu Vasudevan

Committee Members Absent

None

Action Item

A. Consent Agenda

i. Approval of the April 23, 2019 Audit and Compliance Committee Minutes

A motion was made by Regent Makinen to approve the minutes of the April 23, 2019 meeting of the Audit and Compliance Committee of the Board of Regents. The motion was seconded by Regent Vasudevan. The motion passed by voice vote.

New Business

There was no new business.

Adjourn

Hearing no objection, Chair Long declared the meeting of the Audit and Compliance Committee adjourned at 12:36 p.m.

Eastern Kentucky University
Board of Regents

Finance and Administration Committee
Agenda

August 29, 2019

O'Donnell Auditorium
Whitlock Building
Eastern Kentucky University

- I. **Call to Order** (Committee Chair Lynn Taylor Tye)
- II. **Information Items**
 - A. Financial Update (Barry Poynter)
 - i. Update on Refunding of 2009 Series A Bonds
 - B. Construction Update (Brian Wilcox)
- III. **Action Items**
 - A. Consent Agenda
 - i. Approval of the June 18, 2019 Finance and Planning Committee Minutes
(Juan Castro)24
 - ii. Richmond Utilities Easement (Brian Wilcox)26
- IV. **New Business**
- V. **Adjourn**

**Board of Regents
Eastern Kentucky University
Finance and Planning Committee
Meeting Minutes**

June 18, 2019

**Black Box Theatre
EKU Center for the Arts
Eastern Kentucky University**

Call to Order

Committee Chair Juan Castro called the meeting of the Finance and Planning Committee of the Board of Regents to order at 12:36 p.m. at the Black Box Theatre, ECU Center for the Arts, Eastern Kentucky University. Regent Castro established a quorum was present.

Committee Members Present

Juan Castro
Alan Long
Bryan Makinen
Lynn Taylor Tye
Vasu Vasudevan

Committee Members Absent

None

Information Items

A. Financial Update

Mr. Barry Poynter, Vice President of Finance and Administration, presented the Financial Update to the Board, a copy of which is incorporated herein and will be included with the official copy of the minutes.

Action Item

A. Consent Agenda

i. Approval of the April 23, 2019 Finance and Planning Committee Minutes

A motion was made by Regent Long to approve the minutes of the April 23, 2019 meeting of the Finance and Planning Committee of the Board of Regents. The motion was seconded by Regent Tye. The motion passed by voice vote.

Executive Session

At 12:43 p.m., Board Chair Lewis Diaz, on behalf of the Finance and Planning Committee, requested a motion to go into closed session for the purpose of discussing proposed or pending litigation, pursuant to Section 61.810(1)(c) of the Kentucky Revised Statutes. Regent Long made a motion to go into closed session. The motion was seconded by Regent Tye. The motion passed by voice vote.

At 1:03 p.m., Board Chair Diaz requested a motion from the Finance and Planning to return to open session. Regent Tye moved to enter open session. The motion was seconded by Regent Long. The motion passed by voice vote. Chair Diaz stated that no action was taken in closed session.

Action Item

B. Proposed 2019-2020 Operating Budget

Dr. Jerry Pogatshnik, Dr. David McFaddin and Mr. Barry Poynter presented the proposed 2019-2020 Operating Budget, a copy of which is incorporated herein and will be included with the official copy of the minutes.

Regent Long made a motion to approve the proposed 2019-2020 Operating Budget as presented and incorporated by reference herein. The motion was seconded by Regent Tye. The motion passed by voice vote.

New Business

There was no new business.

Adjourn

Hearing no objection, Committee Chair Castro declared the meeting of the Finance and Planning Committee adjourned at 1:20 p.m.

DEED OF EASEMENT

THIS DEED OF EASEMENT, by and between **COMMONWEALTH OF KENTUCKY on behalf of Eastern Kentucky University**, CPO3A 521 Lancaster Ave., Richmond, KY 40475, Grantor, and **Richmond Utilities Board, an agency of the City of Richmond** established by Ordinance No. A-106, with principal offices located at 300 Hallie Irvine Street, Richmond, Kentucky, Grantee.

WITNESSETH: That for the sum of SIX THOUSAND THREE HUNDRED AND FORTY-FOUR DOLLARS (\$6,344.00), cash in hand paid, and/or other good and valuable consideration, the receipt of which is hereby acknowledged, said Grantor does hereby bargain, grant, sell and convey unto said Grantee, its successors and assigns, a permanent Easement and right of way (together with the perpetual right of reasonable ingress and egress to and from the hereinafter described real estate) for the purpose of constructing, operating, inspecting, maintaining, repairing, reconstructing, and removing an underground sanitary sewer line and appurtenances in connection therewith, to be used as and become a part of the sanitary sewer system for the City of Richmond, Kentucky, over, across, through and under the following described real estate situated in Madison County, Kentucky:

The sanitary sewer easement located in Richmond, Madison County, Kentucky, being 20 feet in total width, and being 10 feet on each side of the sanitary sewer centerline, as constructed, said centerline of the sanitary sewer easement being more particularly described and bounded as follows:

Beginning at a point in the Eastern Kentucky University, Commonwealth of Kentucky, and Linda Carnes Wimberly property line, said point being 12 feet, more or less, measured in a southwesterly direction along said property line from the Linda Carnes Wimberly and Linda Carnes Wimberly property corner, said corner being in the Eastern Kentucky University, Commonwealth of Kentucky, property line; thence, across the property of Eastern Kentucky University, Commonwealth of Kentucky, in a south-southeasterly direction 1,586 feet, more or less, to a point in the Eastern Kentucky University, Commonwealth of Kentucky, and Christopher and Carol Dause property line, said point being 87 feet, more or less, measured in a northeasterly direction along said property line from the Eastern Kentucky University, Commonwealth of Kentucky, and Christopher and Carol Dause property corner. A drawing of said easement is attached hereto as **Exhibit A** and made a part of this document.

The permanent easement shall be a strip of land 20 feet wide extending 10 feet on each side of the above described centerline. A temporary construction easement is also conveyed herewith and shall be a strip of land 50 feet wide extending 25 feet on each side of the above described centerline.

Being a part of the same property conveyed to the Commonwealth of Kentucky for the use and benefit of Eastern Kentucky University from Oscar James Tudor, Jr. and Deborah Lynn Tudor by deed dated May 29, 2001 and of record in Deed Book 529 at page 761 in the Madison County Clerk's Office.

The parties covenant and agree that the foregoing easement is conveyed upon, and shall be governed by, the following terms and conditions:

1. The easement shall inure to the benefit of Grantee's successors and assigns, its contractors, engineers, inspectors, agents and representatives; and shall be fully assignable, in whole or in part.
2. Grantee, its successor and assigns, shall have the right to remove trees, shrubs, rocks and other obstructions which in its judgment would interfere with the intended use of the easement.
3. Grantee, its successors and assigns, shall fertilize and seed all areas where sod is destroyed during construction, repair, reconstruction or removal; further Grantee shall replace or repair any fences, blacktop or concrete areas removed, destroyed or damaged during construction, repair, reconstruction or removal.
4. Grantor, its successors and assigns, shall retain the right to fully use and enjoy the areas subject to the aforesaid easement, after initial construction and restoration has been completed; provided that such use or enjoyment shall not unreasonably interfere with or hinder the intended use of said easement by Grantee, its successors and assigns, and provided further that no new permanent structure(s) with foundations and footers shall be placed over any part of the permanent easement, although moveable lightly constructed buildings and/or moveable lightly constructed structures may be considered with prior written consent of Grantee, which consent shall not unreasonably be withheld.
5. Grantor is the owner of the above described real estate and has full power and authority to grant and convey the foregoing easement.

GRANTOR:

COMMONWEALTH OF KENTUCKY
For the Use and Benefit of
Eastern Kentucky University

BY: _____
BARRY POYNTER
SENIOR VICE PRESIDENT OF
FINANCE & ADMINISTRATION

STATE OF KENTUCKY)
) SCT.
COUNTY OF MADISON)

I, the undersigned Notary Public in and for the State and County aforesaid, do hereby certify that the foregoing Deed of Easement to the CITY OF RICHMOND was this date produced to me by BARRY POYNTER, in his capacity as Senior Vice President Finance & Administration for Eastern Kentucky University, and signed, sworn and acknowledged by them.

IN TESTIMONY WHEREOF, witness my hand and official seal of office hereto this _____ day of _____, 2019.

My commission expires: ____/____/____.

NOTARY PUBLIC

PREPARED BY:

EMMONS & PUCKETT, PLLC
Attorneys at Law
232 West Main Street
Richmond, KY 40475

BY: _____
GREG K. PUCKETT

PROPERTY OF
LINDA CARNES
WIMBERLY
DB 746 PG 634

PROPERTY OF
EASTERN KENTUCKY UNIVERSITY
COMMONWEALTH OF KENTUCKY
DB 529 PG 761

PROPERTY OF
CHRISTOPHER & CAROL
DAUSE
DB 770 PG 734

PROPERTY OF
EASTERN KENTUCKY UNIVERSITY
COMMONWEALTH OF KENTUCKY
DB 529 PG 761

PROPERTY OF
LINDA CARNES WIMBERLY &

20' PERMANENT EASEMENT
50' TEMPORARY CONSTRUCTION
EASEMENT

PROPERTY LINES & OWNERS SHOWN
PER MADISON COUNTY PVA OFFICE
PROPERTY OF: EASTERN KENTUCKY UNIVERSITY
COMMONWEALTH OF KENTUCKY
EASEMENT NO. 5 DB 529 PG 761
REFER TO SHEET NO 20 & 21
CONTRACT 170-16-01 (4)
TOTAL FOOTAGE 1,586'
DATE: JANUARY 2019
SCALE: 1" = 200'±



6-11-01
BH

DEED

18.00
428.50TX

THIS DEED, made and entered into this 29th day of May, 2001, by and between Oscar James Tudor, Jr. (a/k/a Jimmy Tudor and Oscar James Tudor) and Deborah Lynn Tudor, husband and wife, whose address is 2146 Lancaster Rd., Richmond, KY 40475, as parties of the first part, and the Commonwealth of Kentucky for the use and benefit of Eastern Kentucky University, as party of the second part, whose address is

CP03A 521 Lancaster Ave. Richmond Ky 40475 as party of the second part.

WITNESSETH: That for and in consideration of FOUR HUNDRED TWENTY EIGHT THOUSAND THREE HUNDRED TWENTY FIVE AND 00/100 DOLLARS (\$428,325.00), cash in hand paid by second party to first parties, and other good and valuable consideration, the receipt of which is hereby acknowledged, said parties of the first part have bargained and sold, and do hereby grant and convey unto the party of the second part, its successors and assigns, forever, all the following described property located in Madison County, Kentucky, and which is more particularly described as follows, to-wit:

SEE ATTACHED EXHIBIT "A" FOR LEGAL DESCRIPTION

Being the same property conveyed as Parcels A and B in a deed to Oscar James Tudor, no status noted, dated the 31st day of December, 1996, of record in Deed Book 474, Page 141, in the Office of the Madison County Clerk.

Parcel A also being a part of the same property conveyed to J. M. Carnes, by deed dated November 24, 1923, from Ellen Carnes and J. M. Carnes, wife and husband, and recorded in Deed Book 98 at page 170, in the Office of the Madison County Clerk, Richmond, Kentucky.

And being the same property devised to Bessie Tudor, for life, with remainder to her heirs, by the Will of J. M. Carnes, of record in Will Book 7 at page 72, in the office of the Madison County Clerk, Richmond, Kentucky.

AFTER RECORDING RETURN TO:
MCKEE, MULLINS
& STEPHENS, P.L.L.C.
800 E. HIGH ST., STE. B
LEXINGTON, KY 40502

BOOK 529

PAGE 761

Bessie Tudor died intestate, a resident of Madison County on October 14, 1979, leaving the following heirs at law, as shown by an Affidavit of Descent, of record in Deed Book 437 at page 553, in the Office of the Madison County Clerk, Richmond, Kentucky: W. T. Tudor, son; V. T. Tudor, son; Oscar James Tudor, Jr., grandson; and John C. Tudor, grandson (erroneously referred to as son).

Louise Tudor, widow of Oscar James Tudor, Sr., conveyed any interest she might have had in said property to Oscar James Tudor, Jr., married and John C. Tudor, married by deed dated September 9, 1993, and recorded in Deed Book 437 at page 556, in the Office of the Madison County clerk, Richmond, Kentucky.

V. T. Tudor (a/k/a Vardy Tudor) died testate, a resident of Madison County, on January 4, 1994. Pursuant to his Will of record in Will Book 36 at page 756, in the Office of the Madison County Clerk, said property was devised to Jimmy Tudor, his nephew.

Parcel B was the same property of which a 2/3 interest was conveyed to Bessie Tudor, wife of Ollie Tudor, by deed dated January 2, 1942, from Hobart Carnes and Rena Carnes, husband and wife; and Lizzie Mills and Noah Mills, wife and husband and recorded in Deed Book 124, at page 462, in the Office of the Madison County Clerk, Richmond, Kentucky.

Bessie Tudor acquired the other 1/3 interest in said property under the Will of Ellen Carnes, of record in Will Book 5 at page 141, in the Office of the Madison County Clerk, Richmond, Kentucky.

Bessie Tudor died, intestate, a resident of Madison County on October 14, 1979, leaving the following heirs at law, as shown by Affidavit of Descent, of record in Deed Book 437 at page 553, in the Office of the Madison County Clerk, Richmond, Kentucky: W. T. Tudor, son; V. T. Tudor, son; Oscar James Tudor, Jr., grandson; and John C. Tudor, grandson (erroneously referred to as son).

Louise Tudor, widow of Oscar James Tudor, Sr., conveyed any interest she might have had in said property to Oscar James Tudor, Jr., married and John C. Tudor, married, by deed dated September 9, 1993, and recorded in Deed Book 437 at page 556, in the Office of the Madison County Clerk, Richmond, Kentucky.

BOOK 529

PAGE 762

The V. T. Tudor (a/k/a Vardy Tudor) died testate, a resident of Madison County, on January 4, 1994. Pursuant to his Will of record in Will Book 36 at page 756 in the Office of the Madison County Clerk, said property was devised to Jimmy Tudor, his nephew.

See Affidavit in Aid of Title dated the 29th day of May, 2001, by Oscar James Tudor, Jr., recorded simultaneously herewith in the Office of the Madison County Clerk.

Said property transfer shall include all rights, title and interests in the tobacco acreage, bases, yields, allotment and/or quota regarding the subject property and the parties hereto.

TO HAVE AND TO HOLD the above described property together with all appurtenances thereunto belonging unto the party of the second part, its successors and assigns, forever.

Said parties of the first part do hereby release and relinquish unto the said party of the second part, its successors and assigns, all of their right, title, and interest in and to the above described property including homestead and all exemptions allowed by law, and hereby covenant to and with the said party of the second part, its successors and assigns, that they have good right to convey the same as herein done, and that said property is free and clear of all encumbrances of whatsoever nature and that they will WARRANT GENERALLY the title to said property.

Provided, however, there is excepted from the foregoing warranty and covenants, the following:

1. The restrictive covenants of record in the Madison County Court Clerk's Office.
2. All conditions and/or restrictions, if any, affecting the property herein conveyed and contained on any plat of record in the aforesaid clerk's office.
3. Zoning and building restrictions, regulations and ordinances, if any.
4. Easements and rights-of-way of whatsoever nature and kind reserved and recorded in the aforesaid clerk's office.

BOOK 529

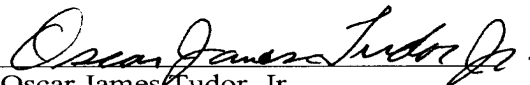
PAGE 763

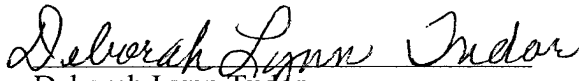
The party of the second part assumes and agrees to pay all Madison County, State and School District ad valorem taxes for the year 2001 and further agrees to pay all 2001 sewer charges assessed against the aforesaid property, if any.

The parties hereto state the consideration reflected in this deed is the full consideration paid for the property. Second party joins this deed for the sole purpose of certifying the consideration pursuant to KRS Chapter 382.

IN WITNESS WHEREOF, the parties have hereunto set their hand the day and year first above written.

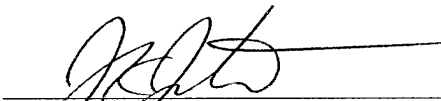
FIRST PARTIES:


Oscar James Tudor, Jr.


Deborah Lynn Tudor

SECOND PARTY:

Commonwealth of Kentucky
For the Use and Benefit of
Eastern Kentucky University


By: J. K. Johnston
Its Vice President of Financial Affairs

BOOK 529

PAGE 764

STATE OF KENTUCKY)

COUNTY OF MADISON)

The foregoing deed and consideration certification was subscribed, acknowledged and sworn to before me this 29th day of May, 2001, by Oscar James Tudor, Jr., and Deborah Lynn Tudor, husband and wife, as parties of the first part.




Notary Public, State At Large Kentucky
My Commission Expires: 4/1/04

STATE OF KENTUCKY)

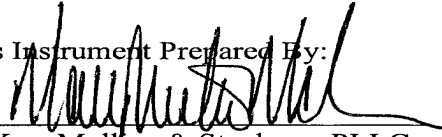
COUNTY OF MADISON)

The foregoing deed and consideration certification was subscribed, acknowledged and sworn to before me this 29th day of May, 2001, by J. K. Johnston, as Vice President of Financial Affairs for and on behalf of the Commonwealth of Kentucky for the use and benefit of Eastern Kentucky University, as party of the second part.



Notary Public
My Commission Expires: 4/1/04

This Instrument Prepared By:



McKee, Mullins & Stephens, PLLC
800 E. High Street, Suite B
Lexington, Kentucky 40502
(859) 268-2266

BOOK 529


PAGE 765

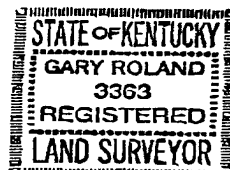
LEGAL DESCRIPTION

of the
Eastern Kentucky University Property
Located off
Lancaster Road
near
Richmond, Madison County, Kentucky

All that tract or parcel of land located east of Lancaster Road near the city of Richmond, located in Madison County, within the Commonwealth of Kentucky, and being more fully described and bounded as follows, to wit:

BEGINNING at a point monumented by an Iron Pin (set) at a corner post, approximately 143 feet southwest of the center line of a 20 foot wide passway described in Deed Book 125, Page 527 and in Deed Book 125, Page 47; thence, following the southeasterly property line of the Kermit Carnes property (W.B. 07, PG. 72; D.B. 83, PG. 588; D.B. 53, PG. 160; D.B. 209, PG. 240; D.B. 182, PG. 286; D.B. 224, PG. 524; D.B. 237, PG. 576; and D.B. 124, PG. 459, N26°57'14"E for approximately 133 feet to the aforesaid passway and continuing across said passway along the same bearing continuing, first with the southeasterly property line of James and Martha Carnes (D.B. 286, PG. 165) and then continuing further with the southeasterly property line of the Commonwealth of Kentucky's property (D.B. 480, PG. 202) for an overall distance of 2371.40 feet to a point monumented by an Iron Pin (set) at a corner post at a corner to the Dr. William R. Isaacs property (D.B. 248, PG. 317); thence, following the southerly property line of Isaacs for five calls, S 69°49'04"E 1453.50 feet to a point monumented by an Iron Pin (set) at a corner post; S22°35'05"W 55.08 feet to a point monumented by an Iron Pin (set) at a corner post; S65°30'42"E 44.79 feet to a point monumented by an Iron Pin (set) at a corner post; S25°10'34"W 2494.68 feet to a corner post; and S66°31'00"E 1577.48 feet to a post at a corner to Mary Elizabeth Turpin (D.B. 512, PG. 273); thence, with Turpin for two calls, S49°07'06"W 617.68 feet; and S40°30'38"E 518.36 feet to a post, corner to the Bruce Maggard property (D.B. 309, PG. 337); thence, following the northwesterly property line of Maggard, S61°01'24"W 749.30 feet to a point, said point being monumented by a post, corner to the Kermit Carnes property; thence, with the property line of Carnes for five calls, N54°15'00"W 1975.28 feet to a point monumented by a corner post; N36°25'24"E 966.63 feet to a point monumented by an Iron Pin (set); N64° 14' 53"W 711.70 feet to a point monumented by an Iron Pin (set) at a Post; N48°11'00"W 234.84 feet to an Iron Pin (set) at a post; and N63°20'42"W 238.76 feet to the point of beginning and containing an area of 142.775 acres as surveyed by Gary Roland, Ky. R.L.S. No. 3363, with FOSTER-ROLAND, INC., in May of the year 2001, who used Number 6 by 18 inch long, steel, reinforcing bars topped with plastic I.D. caps for all monuments described herein as an Iron Pin (set).


5-25-2001



DOCUMENT NO: 257954
RECORDED ON: JUNE 07, 2001 12:37:28PM
TOTAL FEES: \$18.00
TRANSFER TAX: \$428.50
COUNTY CLERK: MARY JANE GINTER
COUNTY: MADISON COUNTY
DEPUTY CLERK: LORENA BURNS

at of said property being of record in Plat Slide _____
recorded simultaneously herewith in the Office of the
Madison County Clerk.

BOOK 529 PAGES 761 - 766

BOOK 529

PAGE 766

Eastern Kentucky University
Board of Regents

Organizational Performance, Enrollment Growth and Student Success Committee
Agenda

August 29, 2019

O'Donnell Auditorium
Whitlock Building
Eastern Kentucky University

- I. **Call to Order** (Committee Co-Chair Jason Marion)
- II. **Information Items**
 - A. Profile of the Freshmen Class (Dr. Gene Palka)37
 - B. Fall Enrollment Report by College and Academic Program (Dr. Tanlee Wasson)
 - C. Recruitment Plan for 2020 (Dr. Gene Palka; Dr. Tanlee Wasson)
- III. **Action Item**
 - A. Consent Agenda
 - i. Strategic Plan Extension (Dr. Tanlee Wasson).....57
- IV. **New Business**
- V. **Adjourn**



Eastern Kentucky University

**Fall 2019 Freshmen Profile
(As of 8 Aug 2019)**

Dr. Gene Palka

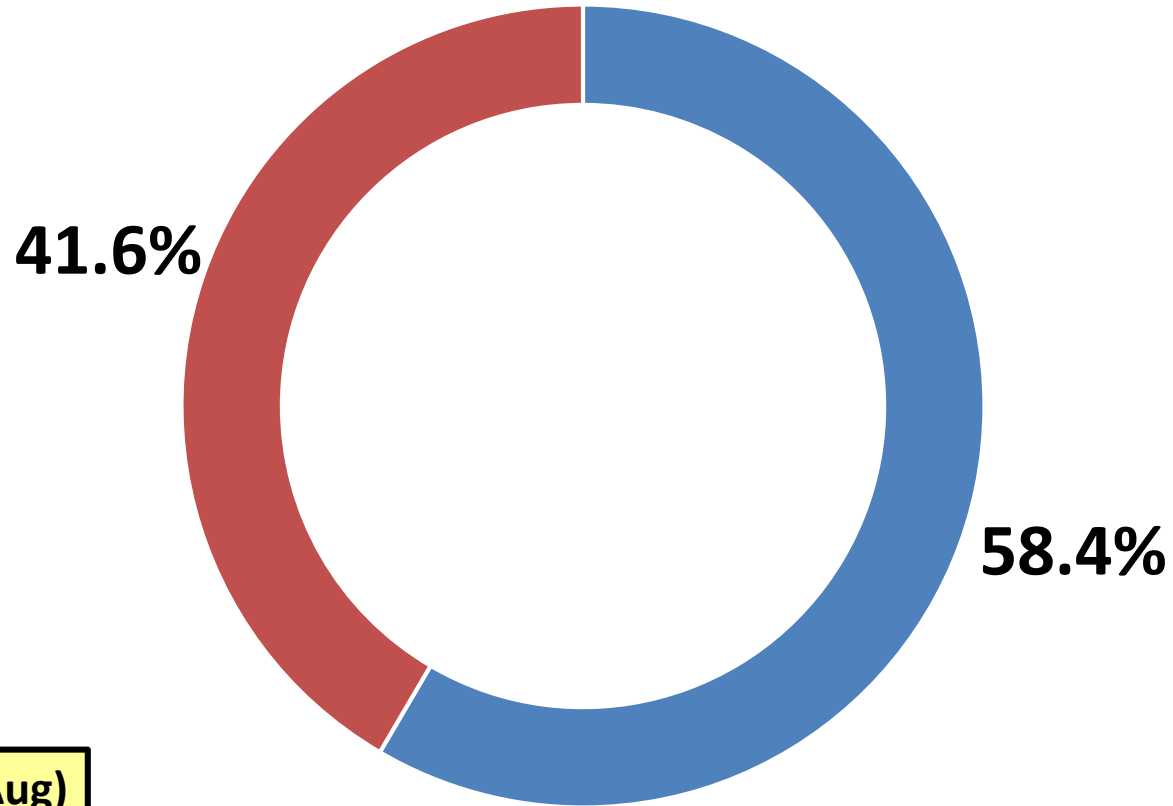


Enrolled as of August 8, 2019

2,457 NEW FIRST-TIME FRESHMEN

2018 First Day of Class (FDC) – 20 Aug: 2,487

Gender

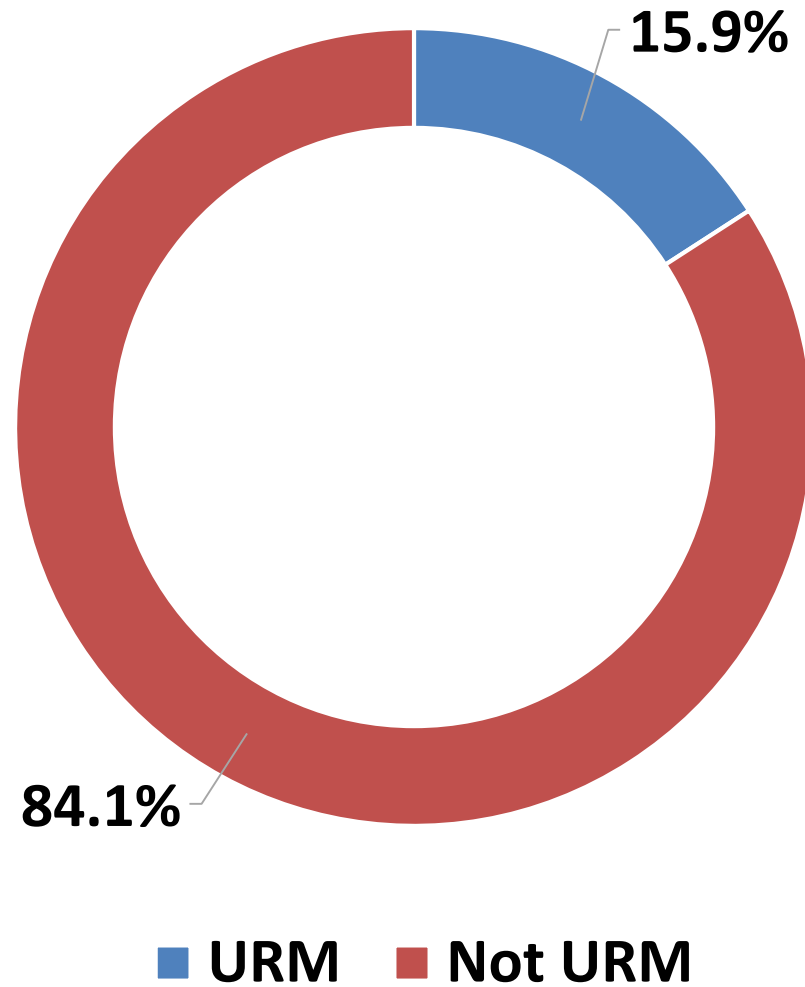


2018 (FDC-20Aug)

- Female: 59%
- Male: 41%

■ Female ■ Male

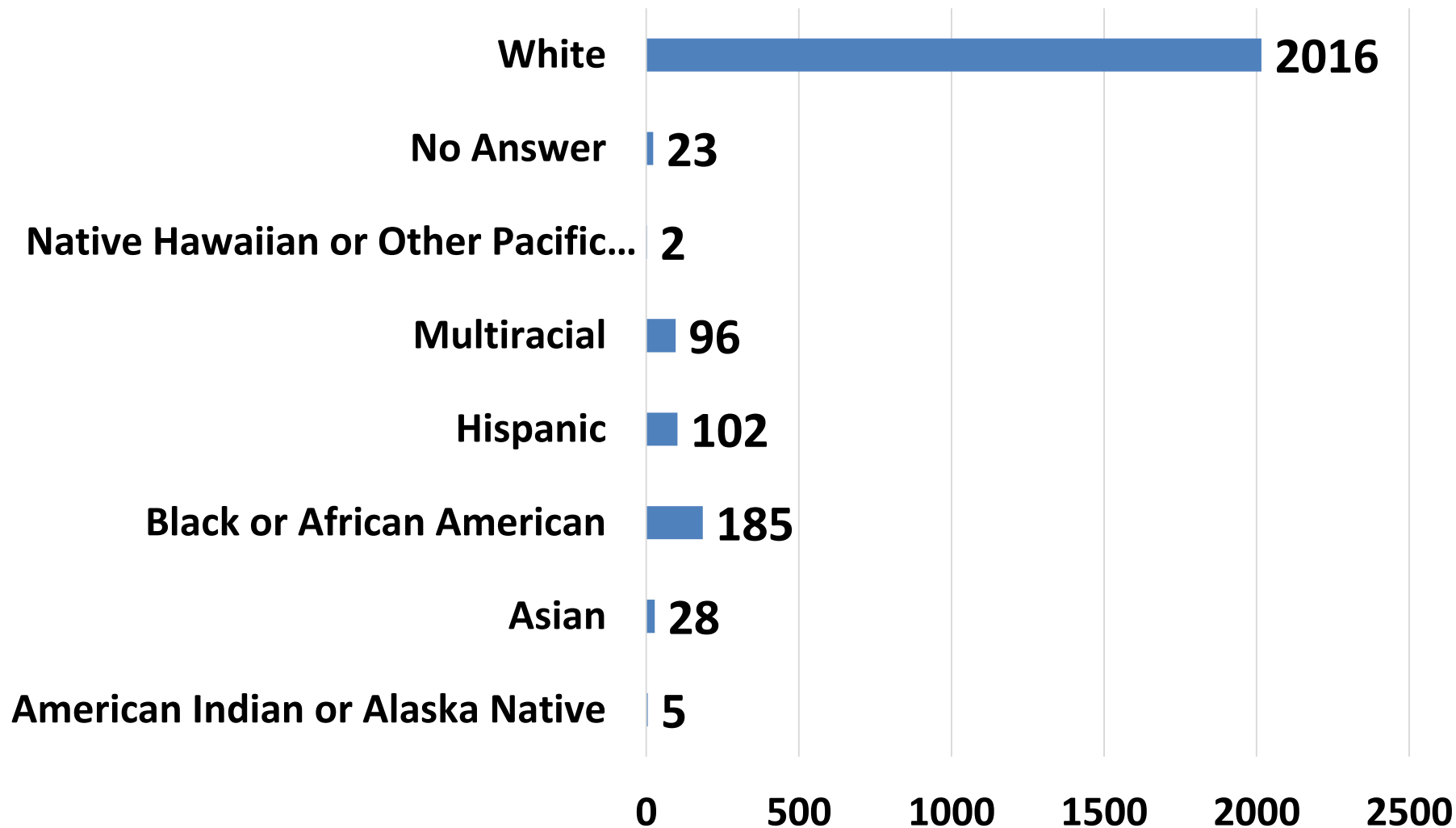
Race/Ethnicity



2018 (FDC-20Aug)

- URM: 12.6%
- Not URM: 87.4%

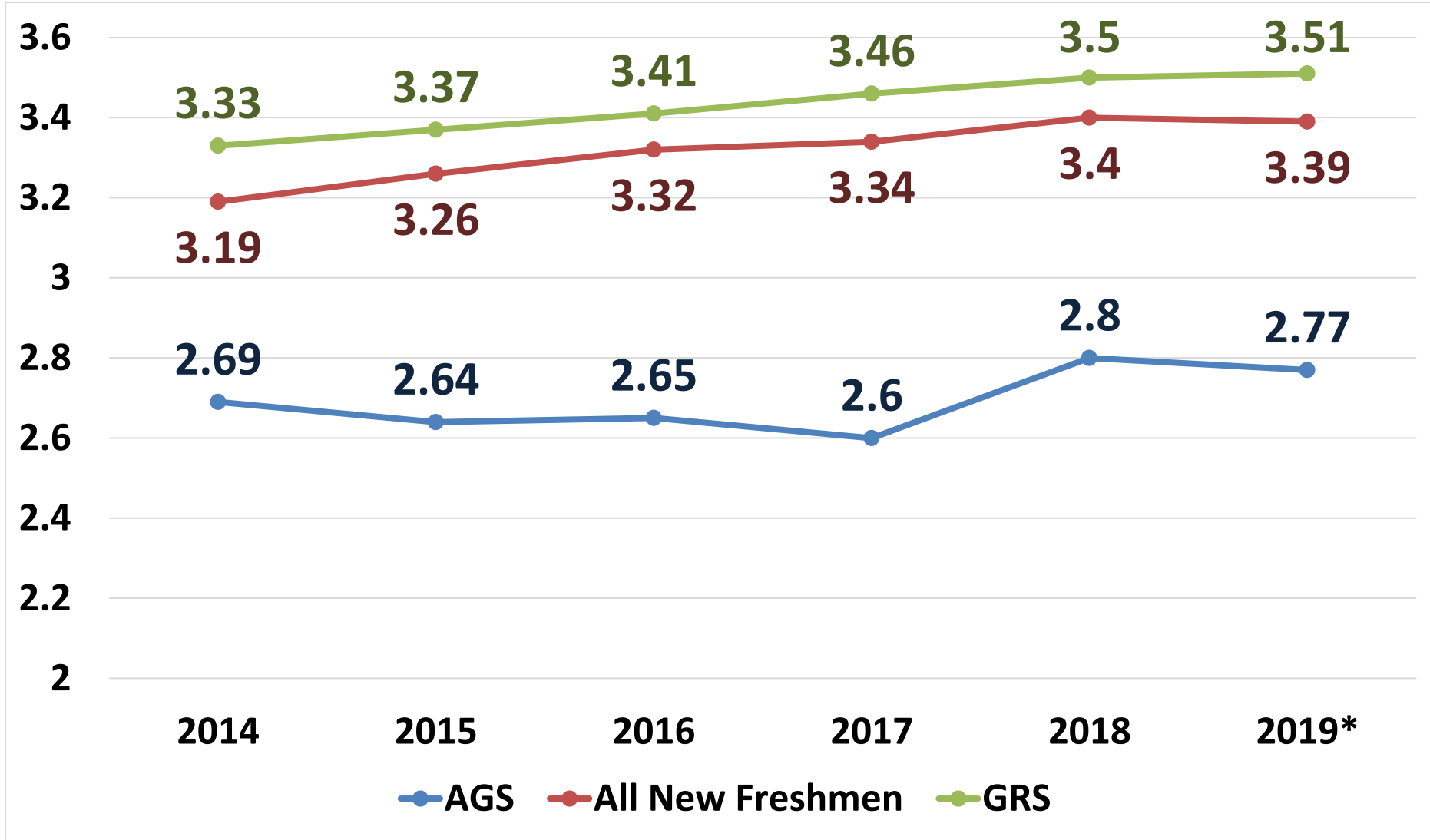
Race/Ethnicity



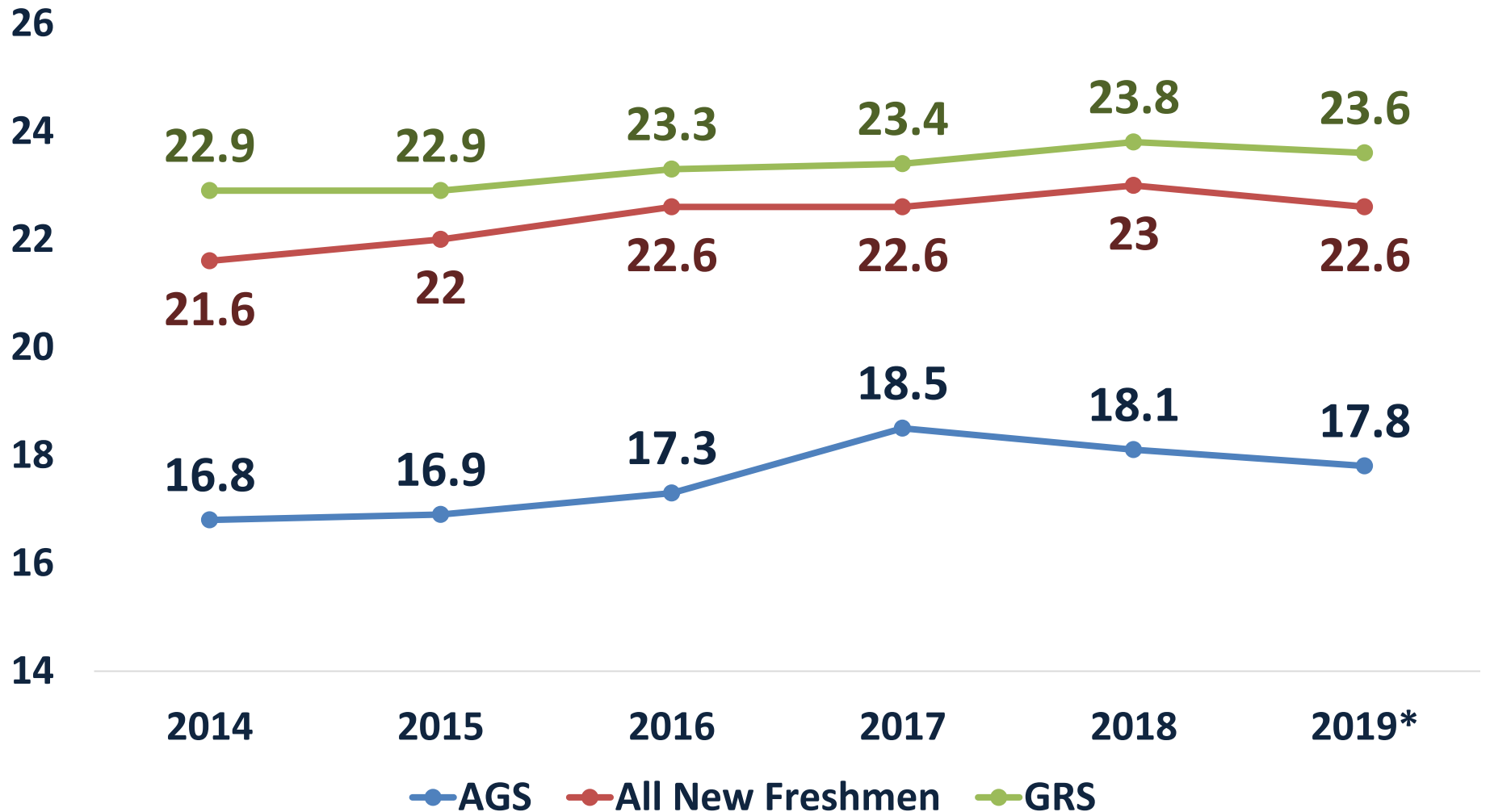
Standardized Tests

| ACT | 25th Percentile | 50th Percentile | 75th Percentile | Mean |
|------------------------|----------------------------|----------------------------|----------------------------|-------------|
| English | 20 | 23 | 26.25 | 23.1 |
| Math | 18 | 21 | 25 | 21.6 |
| Reading | 21 | 24 | 29 | 24.5 |
| Composite | 20 | 22 | 26 | 22.6 |
| High School GPA | 3.06 | 3.49 | 3.83 | 3.39 |

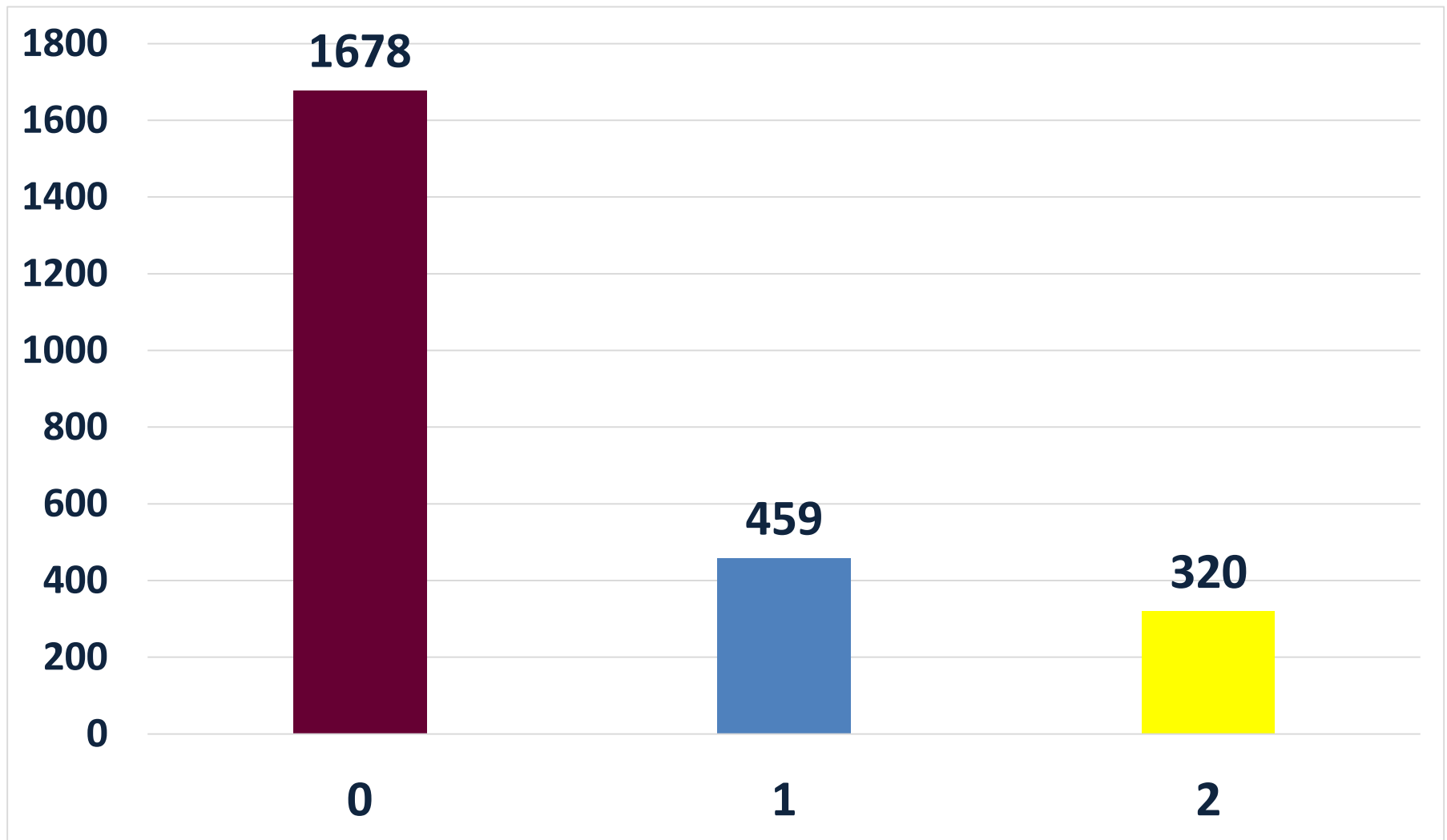
Average HS GPA



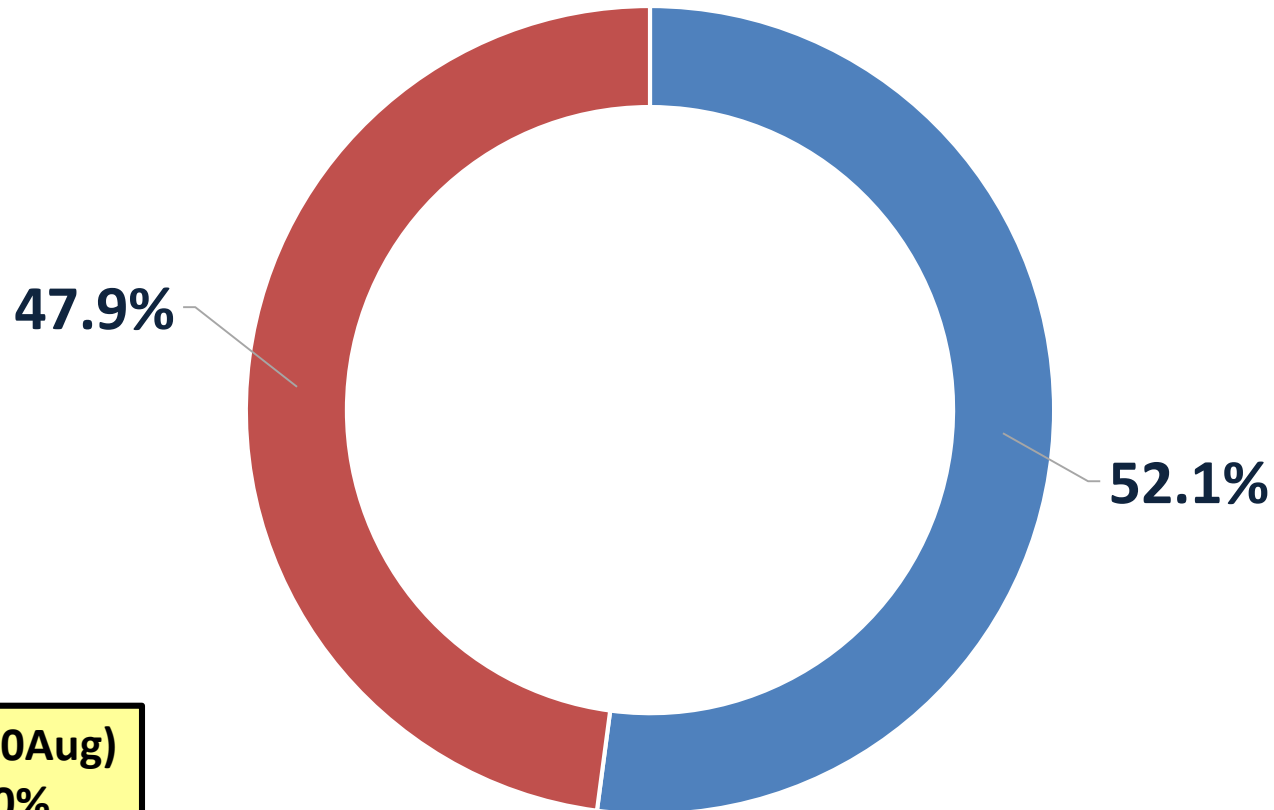
Average ACT Composite



Corequisite Needs



Merit Scholarships

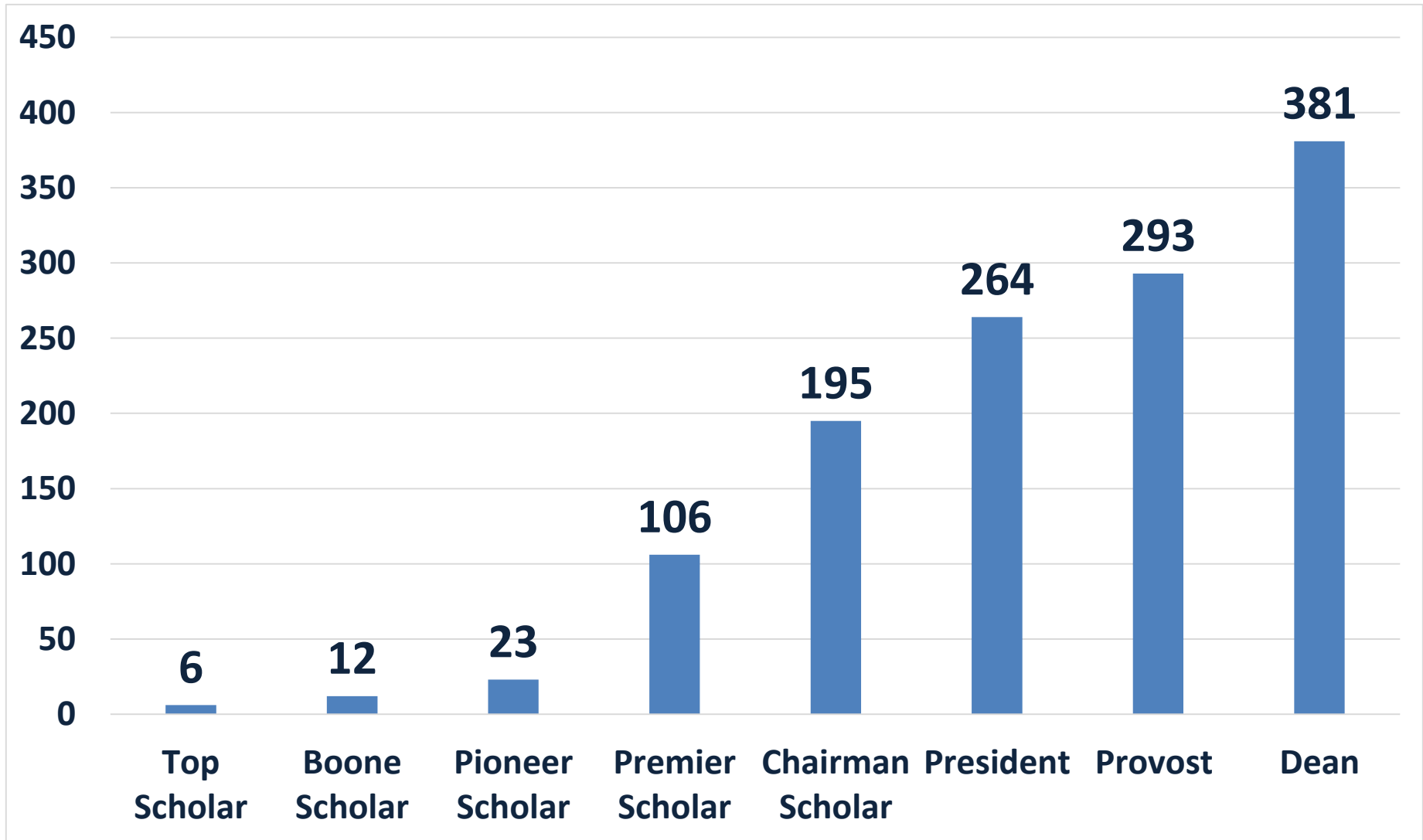


2018 (FDC-20Aug)

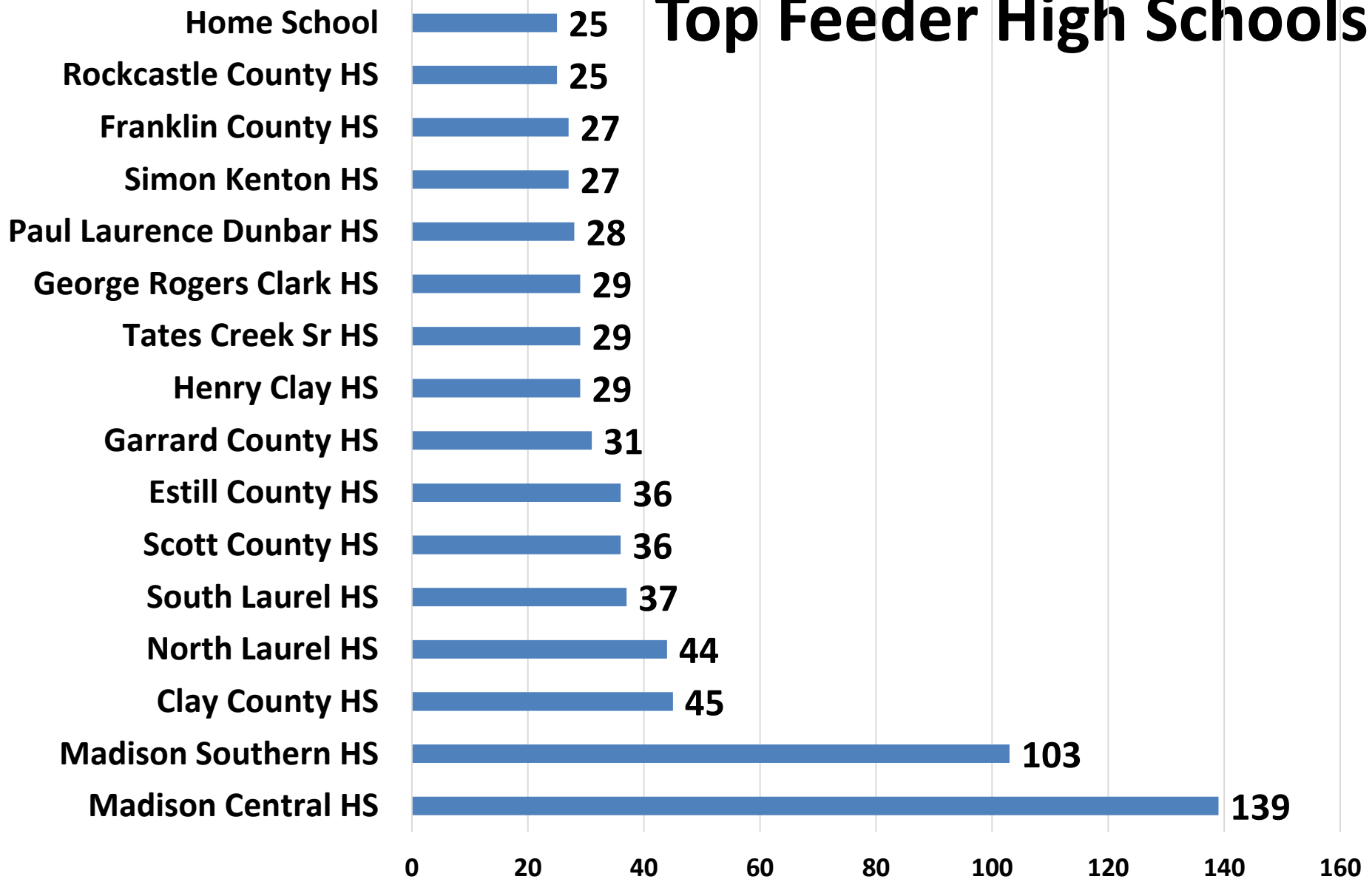
- Merit: 40%
- No Merit: 60%

■ Merit Scholarship ■ No Merit

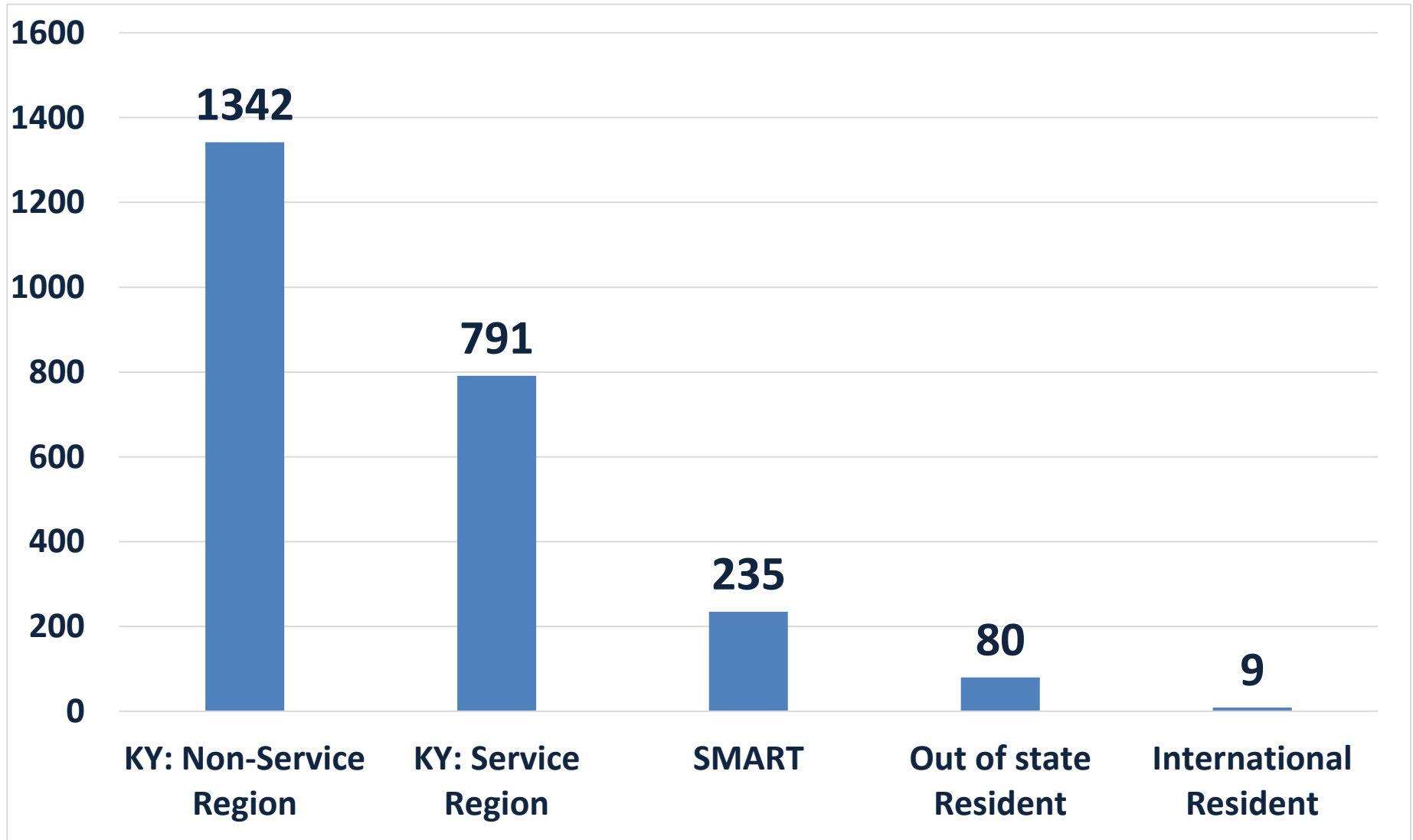
Merit Scholarships



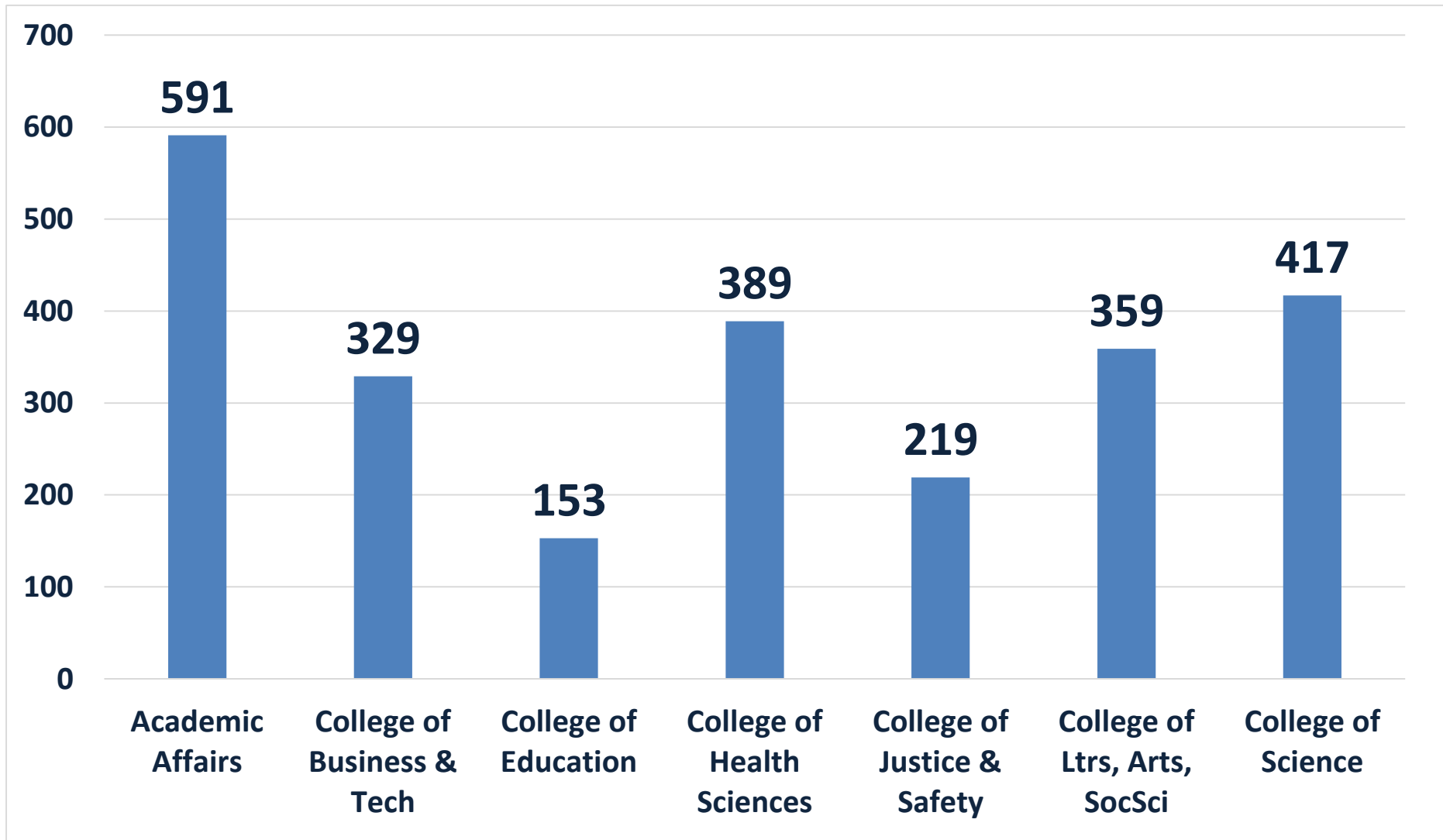
Top Feeder High Schools



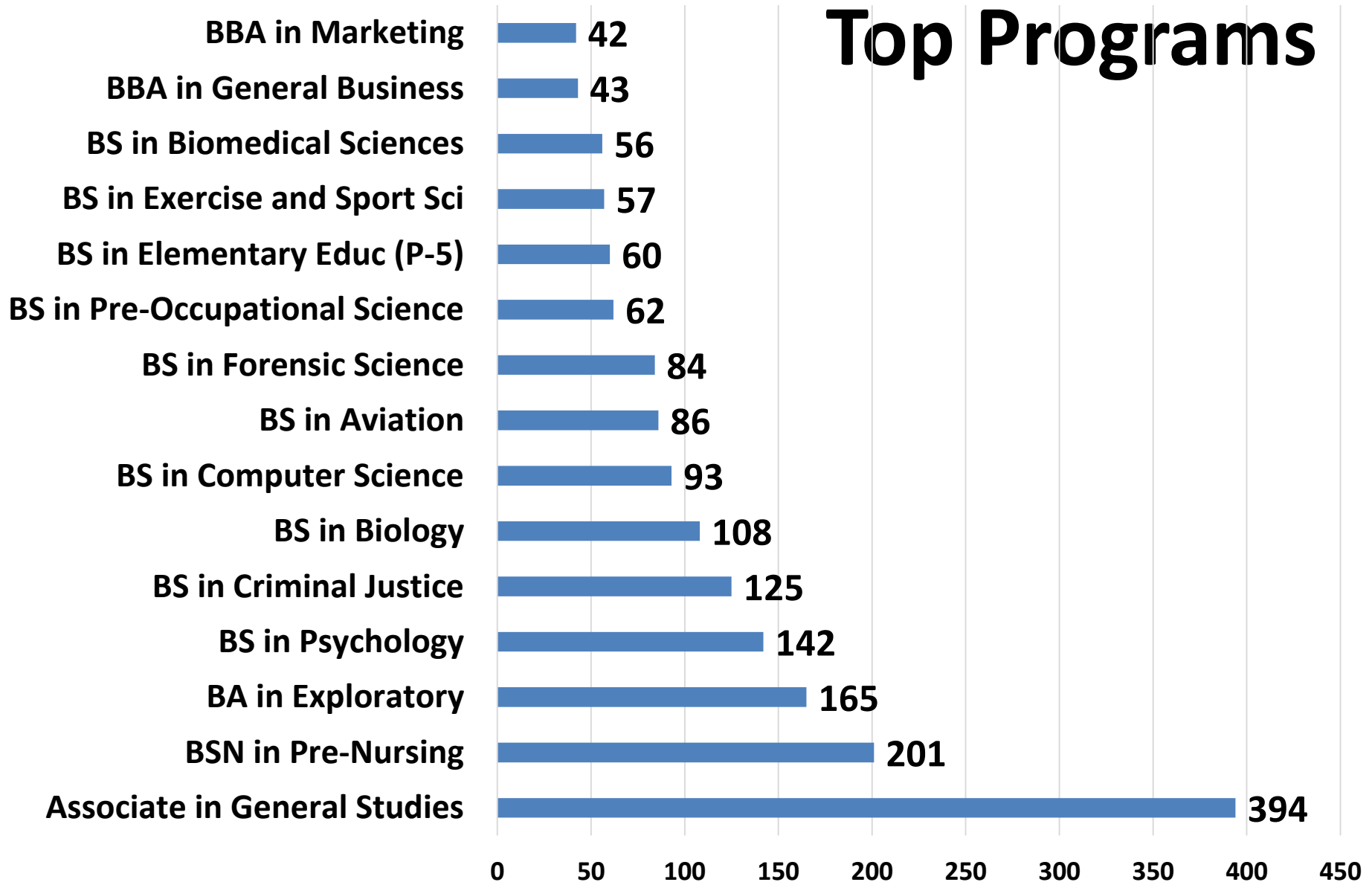
Residency



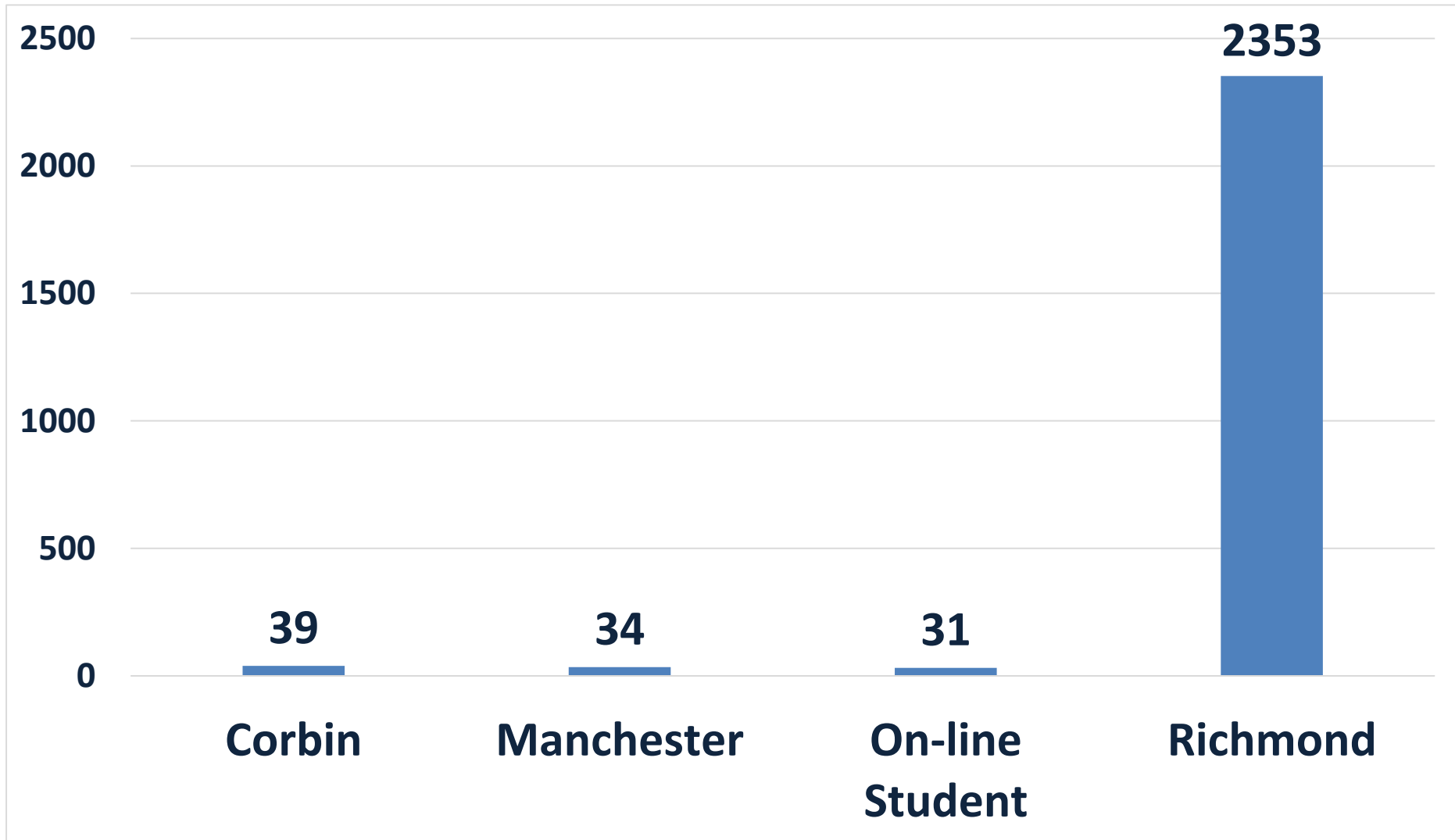
EKU College



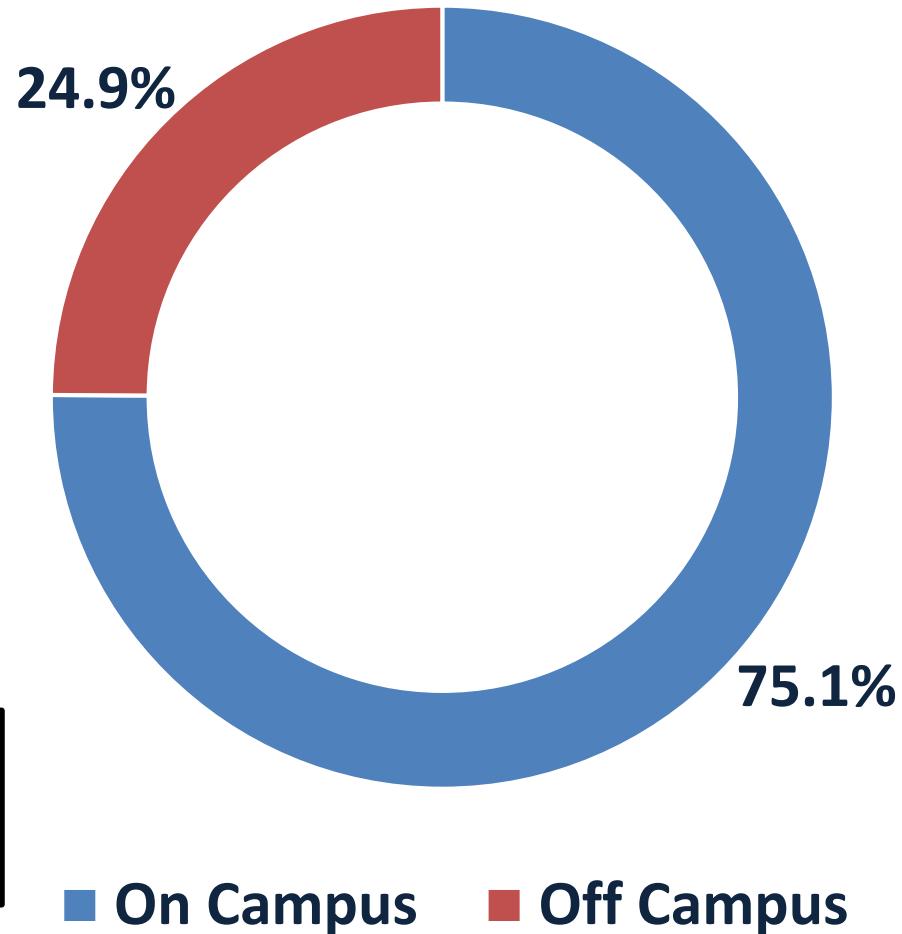
Top Programs



Campus



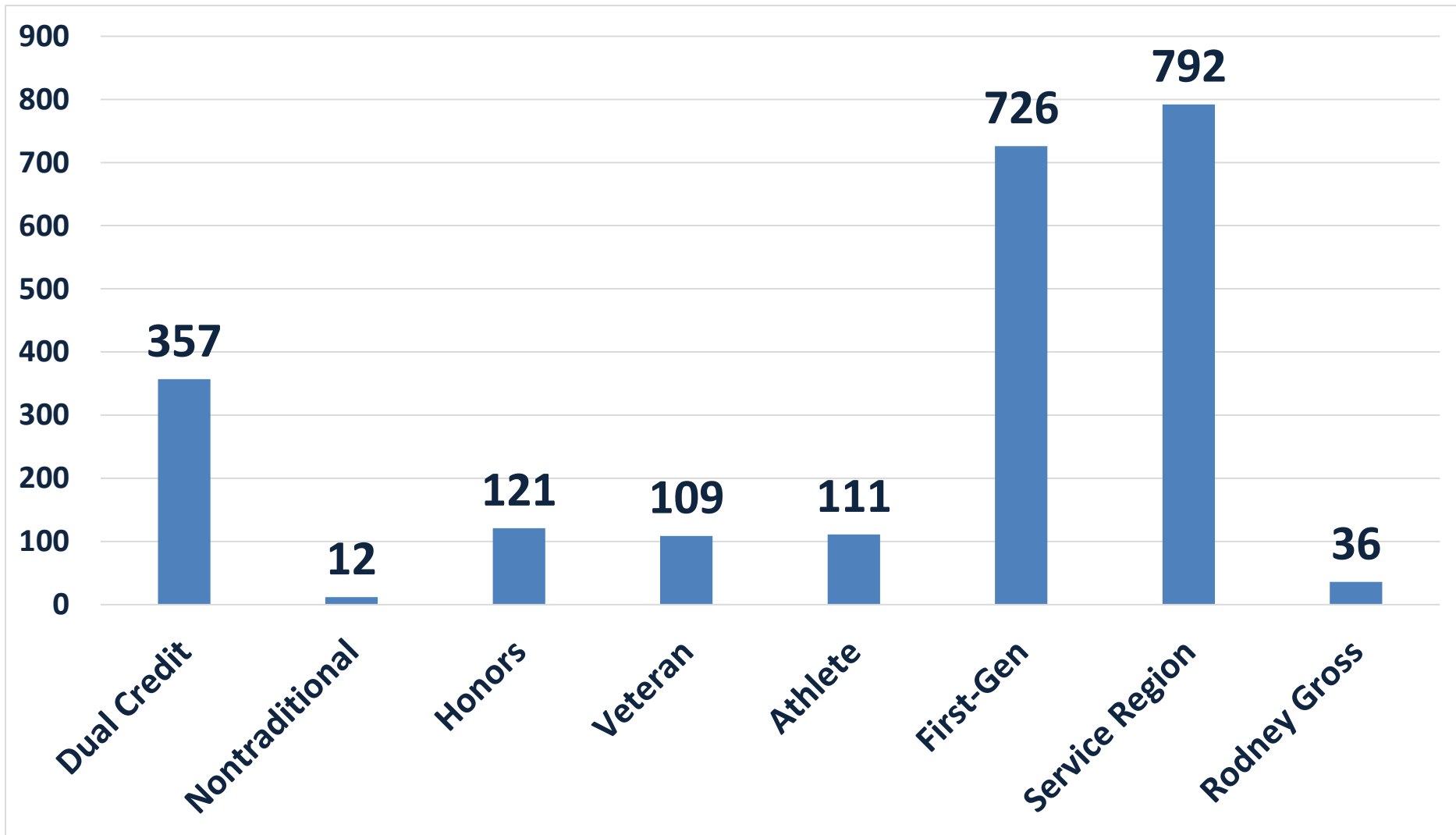
Living On Campus



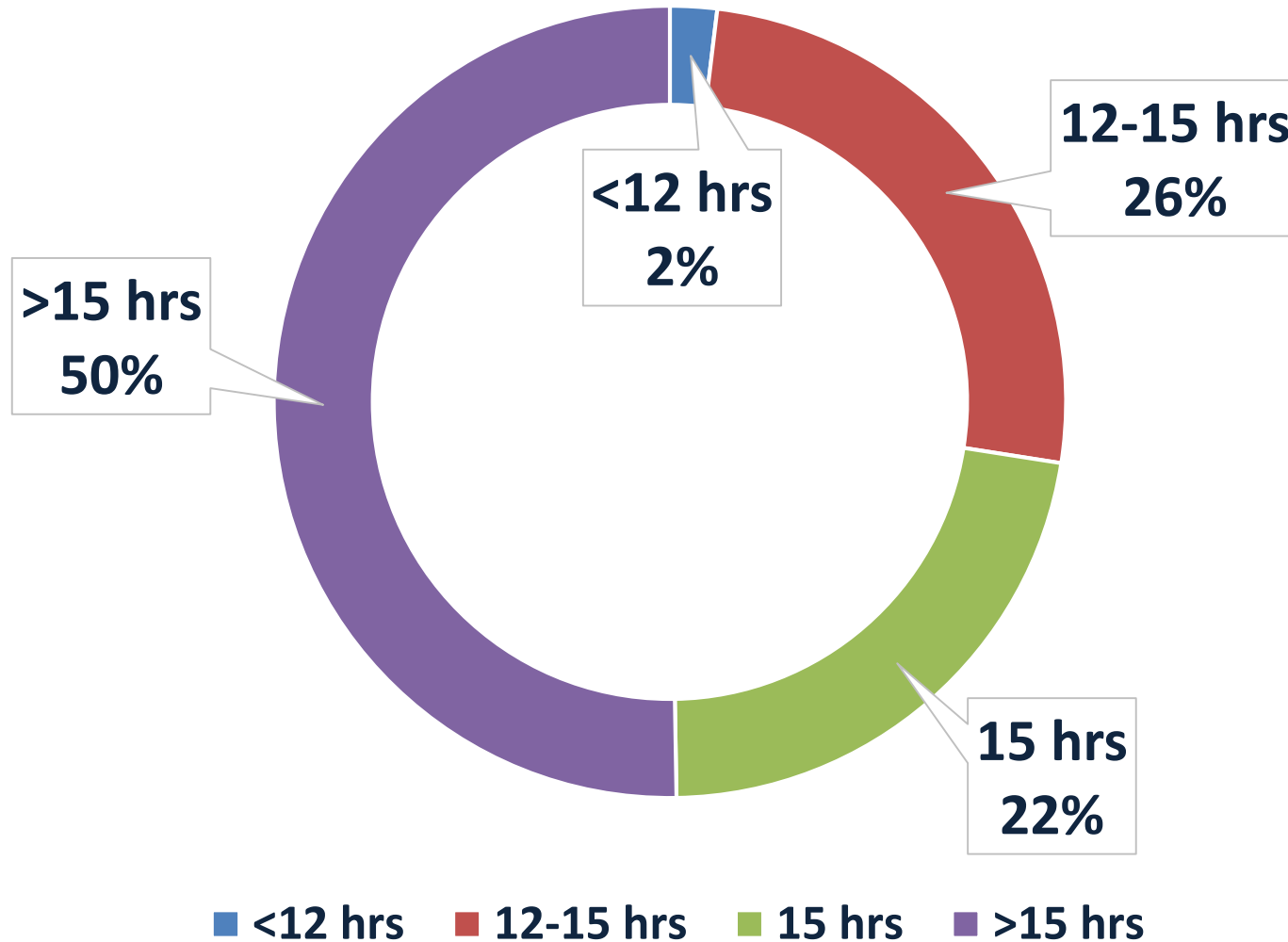
2018 (FDC-20Aug)

- On Campus: 76%
- Off Campus: 24%

Subpopulations



Fall 19 Attempted Hours



Questions?



EKU

Make No Little Plans: A Vision for 2020

EKU University Strategic Plan

Vision

Eastern Kentucky University will be a premier university dedicated to innovative student engagement and success, advancing Kentucky, and impacting the world.

Mission

As a school of opportunity, Eastern Kentucky University fosters personal growth and prepares students to contribute to the success and vitality of their communities, the Commonwealth, and the world.

Eastern Kentucky University is committed to access, equal opportunity, dignity, respect, and inclusion for all people, as integral to a learning environment in which intellectual creativity and diversity thrives.

Values

Eastern Kentucky University's values shall permeate the mission and will be the fiber of the institution for it to achieve its vision.

- *intellectual vitality*, which is characterized by knowledge, scholarly inquiry, creativity, critical thinking, and curiosity, all with a global perspective;
- *sense of community*, which is characterized by a supportive environment with strong relationships and a commitment to service, shared governance, collaboration, and unity of purpose;
- *cultural competency*, which is characterized by equitable opportunities and treatment, mutual respect, and the inclusion and celebration of diverse peoples and ideas;
- *stewardship of place*, by which the University enhances the intellectual capacity, economic vitality, environmental sustainability, and quality of life of the communities it serves;
- *accountability*, which is characterized by fiscal responsibility, operational transparency, and responsiveness to the needs of internal and external stakeholders; and
- *excellence*, which is achieved through integrity, continuous quality improvement, and a focused emphasis on the personal and professional growth of students, faculty, and staff.

Make No Little Plans: A Vision for 2020

The creativity, ingenuity, and dedication of ECU faculty, staff, and students have advanced our University to an unprecedented level of student success and faculty and staff excellence. We will continue the emphasis on the successful projects, services, activities, obligations, and policies that have brought us this far. With input from the University communities and the Strategic Planning Steering Committee, this plan outlines the areas we need to add, emphasize, or grow in order to achieve our vision of being a premier university dedicated to innovative student engagement and success, advancing Kentucky, and impacting the world.

In order to achieve our Vision for 2020, ECU will focus on six **Strategic Goals**.

- Academic Excellence
- Commitment to Student Success
- Institutional Distinction
- Financial Strength
- Campus Revitalization
- Service to Communities and Region

Strategic Initiatives and **Strategies** define the primary goals, outline our work for the next five years, and ensure we achieve our primary goals.

Ongoing Commitments highlight successful current projects, services, activities, obligations, and policies to which we remain committed.

Ongoing Commitments

Current projects, services, activities, obligations, and policies to which we remain committed:

- **Competitive and Equitable Pay:** achieving faculty and staff internal pay equity and competitive salaries;
- **Critical/Creative Thinking & Communication Skills:** maintaining and enhancing critical and creative thinking and communication skills initiatives;
- **Diversity:** increasing the number of diverse and international faculty, staff, and students;
- **Efficiency & Transparency:** improving financial efficiency and transparency;
- **Global Impact:** solidifying our local, regional, state, national, and global impact;
- **Liberal Arts Core:** providing a strong liberal arts core through the general education curriculum for all students;
- **Multicultural Experiences:** enhancing multicultural and international experiences;
- **Safety:** ensuring a safe and secure environment for our students;
- **Scholarship:** improving the lives of others through discovery, application, and integration of knowledge;
- **Service:** valuing faculty service internal and external to the University;
- **Strong Government Relations:** advocating for increased state support for higher education;
- **Student Learning:** continually improving student learning through Assurance of Learning efforts;
- **Sustainability:** improving our environmental impact; and
- **Teaching & Advising:** improving teaching and advising effectiveness.

Strategic Goal #1: Academic Excellence

Academic excellence, the cornerstone of the university's mission, begins with the faculty. Eastern Kentucky University seeks to build on its strong foundations as a school of opportunity by enhancing opportunities for professional development and by strategically developing and growing programs to meet the needs of our students. We are committed to achieving academic excellence by promoting innovative pedagogy and by investing in our faculty and our academic programs.

We will achieve academic excellence through recruiting, retaining, and supporting innovative faculty and through continuous assessment and strengthening of academic programs.

We will enhance our dynamic, diverse academic environment and ensure outstanding student learning outcomes by focusing on: promoting innovative teaching and learning practices; engaging students with an increasing emphasis on active and service learning and research opportunities; supporting faculty growth and excellence; and strategically strengthening academic program expansion and development while emphasizing program excellence.

Strategic Initiatives

➤ Invest in Our Faculty (1.1)

Strategies

- Enhance faculty professional development opportunities with a focus on developing skills and engaging students through high-impact learning strategies, including metacognition skills, teaching techniques, curriculum design, and providing customer-focused service to all. (1.1.1)
- Update promotion and tenure policies to reflect increased importance of engaging students, innovative teaching, advising, scholarship of teaching and learning, and support of our Region. (1.1.2)
- Increase opportunities for faculty scholarship, research and creative endeavors, and faculty-student collaborations. (1.1.3)
- Build academic leadership capacity among faculty. (1.1.4)
- Recruit and retain faculty who are highly qualified in their discipline and demonstrate excellence in teaching. (1.1.5)
- Design and implement a comprehensive recruitment and retention plan for diverse faculty. (1.1.6)

➤ Promote Innovative Instruction and Programming (1.2)

Strategies

- Embed and support high-impact teaching strategies and best practices for student engagement to promote learning and increase retention. (1.2.1)

- Focus on involving students in decision-making, research, and creative activities with faculty, scholarship, service learning, international education, co-op, and internships. (1.2.2)
- Provide students the opportunity and support to participate in and receive recognition for research, creative, and academic endeavors. (1.2.3)
- Increase the quality and capacity of pedagogical and technological support. (1.2.4)

➤ **Strengthen Academic Programs (1.3)**

Strategies

- Ensure relevance of all academic programs through ongoing curriculum development and program review. (1.3.1)
- Financially invest in and promote nationally recognized programs that attract students to ECU. (1.3.2)
- Identify, pursue, and promote opportunities for new high-quality, distinct, and compelling programs with capacity to grow enrollments. (1.3.3)
- Support and invest in opportunities for high-achieving students University-wide. (1.3.4)
- Increase capacity in existing programs identified as having high demand. (1.3.5)
- Invest in state-of-the-art, cutting-edge technology across all programs. (1.3.6)

Strategic Goal #2: Commitment to Student Success

Student Success is the core of Eastern Kentucky University's past, present, and future. It is the success of our students that fuels our passion to serve in the profession of higher education. Students succeed when we devote our energies to continuously improving their experiences in and out of the classroom. We will make data-informed decisions in our ongoing effort to fuel new opportunities for our students.

We will demonstrate our commitment to the success of our students through innovative engagement efforts that begin before arrival and continue after graduation.

We will enrich the lives of our students by intensely focusing on: growing, diversifying, and shaping our student body; building skills for success after graduation; enhancing the quality of student life; and promoting programs and policies that facilitate student success.

Strategic Initiatives

➤ Invest in Our Students (2.1)

Strategies

- Promote and emphasize the use of student learning outcomes, academic support, and retention in co-curricular programming. (2.1.1)
- Create new and support existing programs, activities, and services designed to assist students to adjust to and succeed in a university learning environment and to develop their full potential. (2.1.2)
- Develop and integrate career preparation opportunities to include co-op, internships, international education, civic engagement, and other activities that build the skills necessary to secure gainful employment in a globally competitive marketplace. (2.1.3)
- Develop and implement programming and services to enhance student well-being, health and wellness, civic engagement, and personal growth. (2.1.4)

➤ Focus on Strategic Enrollment (2.2)

Strategies

- Develop a University-wide, inclusive strategic enrollment process ensuring partnership between Enrollment Management and Academic Affairs. (2.2.1)
- Create a strategic enrollment plan with specific, but not exclusive, focus on enhancing our commitment to our Region, increasing educational opportunities for under-represented student populations, and serving students with diverse academic needs. (2.2.2)
- Recruit a prepared, intellectually curious, diversified student body. (2.2.3)
- Recruit increased numbers of international students. (2.2.4)
- Ensure University resources, including student financial aid, are sufficient to support the enrollment management plan. (2.2.5)

➤ **Increase Efforts to Retain and Graduate Students (2.3)**

Strategies

- Develop and promote University-wide best practices that provide collaborative and innovative student engagement in and out of the classroom. (2.3.1)
- Employ coordinated, data-driven advising that uses intentional intervention milestones for designated populations and strengthens academic advising. (2.3.2)
- Provide increased support for programs that address student preparedness challenges. (2.3.3)
- Enhance student experiences University-wide by enhancing academic learning environments and increasing participation in living/learning communities, student organizations, and student-life programs. (2.3.4)
- Create and upgrade existing facilities, including student recreation and intercollegiate athletics facilities. (2.3.5)
- Review policies, processes, and operations to enhance responsiveness to student needs. (2.3.6)

Strategic Goal #3: Institutional Distinction

In a higher education marketplace rich with options, Eastern Kentucky University must define itself or others will define us. We seek to advance the value of the ECU experience and unite our communities around powerful expressions of our core values, an expansion of the personal and strategic relationships we forge, and by the strategic positioning of the compelling distinctions that make the ECU experience exceptional.

We will demonstrate our commitment to the advancement our university by investing in the people, places, and programs that make us distinct.

We seek to create a groundswell of enthusiasm and engagement for our University through the implementation of a powerful new ECU brand strategy. Our successes will be measured by the extent to which we demonstrate that we are thoughtful stewards of our resources, by the quality of the personal and strategic relationships we forge with the people we touch and inspire, and by the extent to which the people of ECU embrace and live our brand promise every day.

Strategic Initiatives

➤ Invest in Our Staff (3.1)

Strategies

- Enhance staff professional development opportunities with focuses on leadership development, student support and engagement, and providing customer-focused service to all. (3.1.1)
- Develop employee best practices for collaborative support programs and co-curricular instruction. (3.1.2)
- Delineate and promote career pathways for all employees. (3.1.3)
- Recruit, promote, and retain staff who are highly qualified and high performing in their area of expertise. (3.1.4)
- Design and implement a comprehensive recruitment and retention plan for diverse staff and University administrators. (3.1.5)
- Ensure all employees receive detailed, comprehensive performance evaluations and feedback. (3.1.6)

➤ Advance the ECU Brand (3.2)

Strategies

- Craft a compelling brand identity and communication strategy. (3.2.1)
- Design and implement a five-year, integrated marketing campaign that leverages our brand identity to advance our institution, aligns with our strategic plan, fuels our capital campaign, positions ECU intercollegiate athletics, and increases the number of students for whom ECU is their 1st Choice. (3.2.2)
- Assess and share the impact of the University's brand initiative. (3.2.3)
- Promote the value of higher education. (3.2.4)

➤ **Create a Dynamic, Diverse, and Inclusive University Culture (3.3)**

Strategies

- Foster pride in ECU by developing a distinctive University experience for all students, faculty, staff, and visitors. (3.3.1)
- Create and support learning, work, and living environments that fully welcome and support diversity, inclusion, and equity. (3.3.2)
- Build can-do spirit among faculty, staff, and students with an emphasis on superior customer-focused service and adaptability. (3.3.3)
- Reward, recognize, and celebrate faculty, staff, and student achievements. (3.3.4)
- Promote opportunities for faculty, staff, and students to participate in significant and conscientious shared governance. (3.3.5)
- Ensure transparency in operations in order to unite the University communities. (3.3.6)
- Promote positive relationships between the University and the local community. (3.3.7)
- Create an institutional diversity plan that develops and implements comprehensive initiatives to promote access, diversity, intercultural competence, equity, inclusiveness and mutual respect for all members of the campus community. (3.3.8)

Strategic Goal #4: Financial Strength

Financial strength and stability is the bedrock upon which any successful strategic plan rests. At Eastern Kentucky University, it undergirds our commitment to academic excellence; without it, the University's ability to launch, sustain, grow, and evaluate quality academic programs is severely compromised. Financial strength and stability also buttresses our commitment to student success, whether we're attracting more of the best and brightest students, bridging the gap for those students with developmental needs, or developing programs that grow our enrollment and improve our retention and graduation rates.

We will operate from a position of financial strength by becoming as efficient as possible in our spending and maximizing resource generation.

Whatever the case, financial resources are needed to help all our students reach their full potential. Finally, as the share of our revenue from state appropriations continues to decline and as we continue to invest in our strategic goals, while striving to keep the Eastern Experience affordable, greater private support is an acute need.

Strategic Initiatives

➤ Optimize Campus Resources (4.1)

Strategies

- Ensure quality and efficiency in all University operations by implementing baseline budgeting focused on strategic initiatives and strengthening programs. (4.1.1)
- Include an evaluation of funding levels in the academic and administrative program reviews conducted on a rotating basis. (4.1.2)
- Conduct an annual departmental faculty workload analysis to ensure responsible stewardship of resources. (4.1.3)

➤ Increase External Support (4.2)

Strategies

- Build an expansive network of advocates, partners and champions for ECU by communicating effectively with external stakeholders and involving them meaningfully in the life of the University. (4.2.1)
- Increase revenue from private sources by engaging alumni, friends, and corporate partners to expand support for the people, places, and programs of ECU, including a comprehensive capital fundraising campaign. (4.2.2)
- Enhance resources through grants and contracts from federal and state agencies, corporations, and foundations. (4.2.3)

Strategic Goal #5: Campus Revitalization

Eastern Kentucky University stands at a unique moment in its historical arc. Ours is the opportunity to transform the campus in a way which is only presented once in a generation. We must be bold, creative, and innovative. A chance to reshape and remake our campus is available to us and we must take advantage not only for the present, but for future generations of ECU alumni, faculty, staff, students, and friends. Indeed, what we are proposing represents “no little plan.”

We will revitalize the Campus Beautiful by being relentless in our efforts to secure an investment in student-centric facilities.

The campus revitalization involves a significant capital investment in the Eastern campus. At the core of this revitalization will be the complete overhaul of the center of campus. The establishment of the Center for Student Life will focus on the holistic ECU student experience: intellectual, social, physical, emotional, spiritual, and mental maturation.

Strategic Initiative

- **Initiate and complete ECU Revitalization plan, which includes rehabilitation of existing facilities and construction of new ones with a focus on the ECU student experience. (5.1)**

Strategies

- Conduct a campus master plan, including a comprehensive space analysis. (5.1.1)
- Invest in the physical infrastructure of our campus, including improving technology, creating creative spaces, and enhancing curb appeal. (5.1.2)
- Locate and secure arrangements with private partners and state appropriations. (5.1.3)
- Address deferred maintenance. (5.1.4)
- Prioritize sustainability. (5.1.5)
- Prioritize efficient project administration. (5.1.6)

Strategic Goal #6: Service to Communities and Region

At Eastern Kentucky University, we will create a culture of outreach and engagement through innovative teaching and scholarship, as well as valuing engagement with our communities and regional partners. By applying our academic and professional expertise to collaborations with community stakeholders, we will improve the quality of life for the communities we serve.

We will demonstrate our commitment to our communities and Region by actively seeking out those strategic opportunities that will provide direct benefits to the people of Eastern Kentucky.

Engagement in our Region allows us to use our skills and resources in collaboration with the community to benefit both the university and our community partners. Our outreach and engagement through enhanced communication and deeper relationships will promote an improved quality of life for all community members. EKU's commitment to enhancing our efforts to promote sustainable and measurable leadership and service to our communities and Region will be positively recognized on a national level.

Strategic Initiatives

➤ Become the 1st Choice Partner in Regional Educational, Economic, Cultural, and Social Development (6.1)

Strategies

- Increase the number of and strengthen existing strategic partnerships in our Region with community colleges, local communities, employers, and other entities. (6.1.1)
- Enhance support of our Region's P-12 educational institutions for college success of students. (6.1.2)
- Advance EKU leadership participation in regional partnerships. (6.1.3)

➤ Become Nationally Prominent in Fields with Regional Relevance (6.2)

Strategies

- Bring distinction to our Region with nationally recognized programs, endorsements, and scholarship/research. (6.2.1)
- Build sustainable and distinct academic and social programs focused on our Region's critical needs. (6.2.2)

➤ Bring EKU to Our Service Region (6.3)

Strategies

- Support EKU faculty, staff, and student engagement in regional initiatives. (6.3.1)
- Actively promote and publicize public engagement activities to students, faculty, staff, and the community. (6.3.2)

- Address needs, challenges, and perspectives of our Region with innovative courses, research, service, and program offerings utilizing effective delivery methods. (6.3.3)
- Provide high-quality, responsive, and relevant programming for adults in our Region to help them complete degrees. (6.3.4)
- Support students throughout our Region by making programs and services available locally at regional sites, on-line, and/or via a combination of delivery methods. (6.3.5)
- Raise the knowledge capital in our Region by encouraging ECU students to remain active in or connected to our Region. (6.3.6)

➤ **Bring Our Service Region to ECU (6.4)**

Strategies

- Enhance and develop University facilities that draw visitors to ECU Campuses. (6.4.1)
- Increase the number and appeal of programs and activities for which visitors travel to ECU Campuses, such as sporting and arts events, conferences and workshops, commencement ceremonies, and annual University events. (6.4.2)

Glossary

| | |
|-----------------------------------|---|
| Co-curricular Instruction | Co-curricular instruction and activities complement, but are not part of the regular academic curriculum, and assist in developing the range of skills and attributes that are important for graduates. |
| Diversity | Diversity at ECU includes, but is not limited to, race, ethnicity, religion, socio-economic status, gender, sexual orientation, disabilities, and cultural or national backgrounds. |
| ECU | Or the term Eastern Kentucky University includes the Richmond Campus, Regional Campuses, and online instruction. |
| Faculty | Includes full-time, part-time, and adjunct faculty, unless otherwise specified. |
| Knowledge Capital | An intangible asset comprised of the information and skills of a group of individuals. |
| Our Communities | Refers to the areas surrounding the ECU campuses. |
| Premier | Best-in-class |
| School of Opportunity | Where all students are given the resources they need to realize their full potential and become leaders in their respective fields and productive citizens. |
| Under-represented Students | Under-represented students in higher education refers to racial and ethnic populations that are disproportionately lower in number relative to their number in the general population. |

Eastern Kentucky University
Board of Regents

Executive and Academic Affairs Committee
Agenda

August 29, 2019

O'Donnell Auditorium
Whitlock Building
Eastern Kentucky University

- I. **Call to Order** (Committee Chair Lewis Diaz)
- II. **Information Item**
 - A. Academic Affairs Update (Dr. Jerry Pogatshnik)
 - i. Update on Aviation and ECU e-Campus
- III. **Action Item**
 - A. Consent Agenda
 - i. Approval of the June 18, 2019 Executive and Academic Affairs Committee Minutes (Lewis Diaz)72
- IV. **New Business**
- V. **Adjourn**

**Board of Regents
Eastern Kentucky University
Executive and Academic Affairs Committee
Meeting Minutes**

June 18, 2019

**Black Box Theatre
EKU Center for the Arts
Eastern Kentucky University**

Call to Order

Committee Chair Lewis Diaz called the meeting of the Executive and Academic Affairs Committee to order at 1:20 p.m. at the Black Box Theatre, ECU Center for the Arts, Eastern Kentucky University. Chair Diaz established a quorum was present.

Committee Members Present

Lewis Diaz
Alan Long
Juan Castro
Vasu Vasudevan

Committee Members Absent

Laura Babbage
Nancy Collins

Action Item

A. Consent Agenda

i. Approval of the April 23, 2019 Executive & Academic Affairs Committee Minutes

A motion was made by Regent Long to approve the minutes of the April 23, 2019 meeting of the Executive and Academic Affairs Committee of the Board of Regents. The motion was seconded by Regent Castro. The motion passed by voice vote.

New Business

There was no new business.

Adjourn

Hearing no objections, Committee Chair Diaz adjourned the meeting of the Executive and Academic Affairs Committee of the Board of Regents at 1:21 p.m.

Eastern Kentucky University
Board of Regents

Regular Quarterly Meeting
Agenda

August 29, 2019

O'Donnell Auditorium
Whitlock Building
Eastern Kentucky University

1:30 p.m.

- I. Call to Order**
- II. Information Item**
 - A. Staff Reports**
 - 1. Legislative Update (Ethan Witt).....75
 - B. Additional Reports to the Board**
 - 1. Marco Ciocca, Faculty Senate Chair
 - 2. Caelin Scott, Staff Council Chair
 - 3. Madison Lipscomb, SGA President
 - 4. Michael Benson, President
 - 5. Lewis Diaz, Chair
- III. Action Items**
 - A. Consent Agenda**
 - i. Approval of the June 18, 2019 Board Meeting Minutes (Lewis Diaz).....80
 - ii. Personnel Actions (President Benson)89
 - iii. Strategic Plan Extension.....57
 - iv. Richmond Utilities Easement26
 - B. Resolution honoring 90 years of contributions of the Engle family**
- IV. New Business**
- V. Other Business**
- VI. Adjournment**



Eastern Kentucky University

Government Relations Update
August 2019

House Bill 1

- KERS Non-Hazardous
- “Hard Freeze” vs. “Soft Freeze”
- Lump-Sum Payment vs. Installment Payments
- Five Options
 - Remain in KERS Unchanged and Pay Full ARC Going Forward
 - Hard Freeze Exit with Lump-Sum Payment (4.5% Discount Rate)
 - Hard Freeze Exit with Installment Payment (3.5% Discount Rate)
 - Soft Freeze Exit with Lump-Sum Payment (3.5% Discount Rate)
 - Soft Freeze Exit with Installment Payment (3.0% Discount Rate)

House Bill 1

- Key Dates
 - December 31, 2019
 - April 1, 2020 – May 1, 2020
 - June 30, 2020
 - June 30, 2021
- Next Steps

Questions?



www.eku.edu

Faculty Senate Chair report
Board of Regents meeting
August 29 2019
Submitted by Marco Ciocca, chair of the Senate

Future Senate activities

The first meeting of the Executive Committee of the Senate is scheduled for August 26 at 3:30 PM in Library 310K. The first meeting of the Faculty Senate will occur on September 9, and an agenda is not available yet. It will take place in Perking Bldg. Quads, to accommodate the larger that expected participation due to the expected attendance of Dr. Aaron Thompson, CPE president.

EKU Forward

The Senate will continue with the ECU Forward initiative in a new format. Pending approval from the Executive Committee of the Senate, Senator and Faculty at large will be requested to provide, in writing, ideas and suggestions beneficial to ECU. After vetting by the EC, chosen suggestion will be presented to the full senate and beyond for possible implementation.

Textbooks: Textbook costs have increased 3 times the rate of inflation and the increased costs place an extra financial burden on students. The ad-hoc Committee to Review Open Educational Resources will continue its work

Respectfully submitted.

Marco Ciocca, Chair of the Senate

August 19 2019.

**Minutes of a Regularly Scheduled Meeting
Eastern Kentucky University
Board of Regents**

June 18, 2019

**Black Box Theatre
EKU Center for the Arts
Eastern Kentucky University**

Call to Order

A regular quarterly meeting of the Eastern Kentucky University Board of Regents convened at 1:30 p.m. at the Black Box Theatre, ECU Center for the Arts, Eastern Kentucky University, Richmond, Kentucky. Mr. Lewis Diaz, Chair of the Board, presided. Chair Diaz requested a roll call and noted that the following members of the Board were present:

Present

Mr. Lewis Diaz
Mr. Alan Long
Mr. Juan Castro
Mr. Bryan Makinen
Dr. Jason Marion
Ms. Lynn Taylor Tye
Mr. Vasu Vasudevan
Ms. Holly Wiedemann
Mr. Ryan Wiggins

Absent

Ms. Laura Babbage
Ms. Nancy Collins

Others Present

Dr. Michael Benson, President
Mr. Skip Daugherty, Vice President for Student Affairs and Campus Life
Ms. Dana Fohl, University Counsel
Ms. Betina Gardner, VP for University Development and Alumni Engagement
Mr. David McFaddin, Senior Vice President for Operations and Strategic Initiatives
Dr. Jerry Pogatshnik, Interim Executive Vice President for Academics and Provost
Dr. Gene Palka, Vice President for Student Success and Enrollment Management
Mr. Barry Poynter, Senior Vice President for Finance and Administration
Mr. Ryan Wilson, Special Assistant to the President and Senior Vice President for Operations
Ms. Barbara Kent, Assistant Secretary to the Board of Regents

Members of the faculty and staff
Members of the media

Information Items

A. Committee Reports

1. Student Life, Discipline and Athletics Committee

Committee Chair Vasudevan reported that the Student Life, Discipline and Athletics Committee met that afternoon and approved the minutes from the February 22, 2019 meeting, as well as the minutes from the April 2, 2019 special meeting. There was no new business and the committee adjourned.

2. Institutional Advancement and Honors Committee

Committee Vice Chair Makinen reported that the Institutional Advancement and Honors Committee met that afternoon and approved the minutes from the April 23, 2019 meeting. There was no new business and the committee adjourned.

3. Audit and Compliance Committee

Committee Chair Long reported that the Audit and Compliance Committee met that afternoon and approved the minutes from the April 23, 2019 meeting. There was no new business and the committee adjourned.

4. Finance and Planning Committee

Committee Chair Castro reported that the Finance and Planning Committee met that afternoon and heard a presentation from Mr. Barry Poynter regarding the financial update. The committee approved the two consent agenda items: approval of the April 23, 2019 Finance and Planning Committee meeting minutes and the proposed 2019-2020 Operating Budget. There was no new business and the committee adjourned.

5. Executive and Academic Affairs Committee

Board Chair Diaz reported that the Executive and Academic Affairs Committee met that afternoon and approved the minutes from the April 23, 2019 meeting. There was no new business and the committee adjourned.

B. Staff Reports

1. Dr. Gene Palka, Enrollment Update

Dr. Gene Palka presented the Enrollment Update to the Board, a copy of which is incorporated herein and will be included with the official copy of the minutes.

C. Additional Reports to the Board

1. Dr. Marco Ciocca, Faculty Senate Chair

Dr. Marco Ciocca, Chair of Faculty Senate, gave the following report:

Chair Diaz, President Benson, and members of the Board, my report will be very short; I've just been elected Chair of the Senate, my name is Marco Ciocca, and I will be present at the meeting in September with a more substantial report.

I would like to announce also that a Vice Chair has been elected, Dr. Richard Crosby, from the School of Music; we met earlier this morning. That's all I have.

2. Ms. Caelin Scott, Staff Council Chair

Ms. Caelin Scott, Chair of Staff Council, delivered the following report:

Good afternoon. Thank you, Chair Diaz, President Benson, and members of the Board, for allowing me to give you an update on initiatives that Staff Council has going on currently. I would like to start off by saying that I am very proud of Staff Council and our ex-officio members for their participating in the first annual Day of Giving at ECU. We had 80% participation that day for a total of \$290 donated. My challenge to the Council next year though is to have 100% participation.

Unfortunately, due to inclement weather, our first family pool event at Paradise Cove was cancelled. However, we've rescheduled that event for this Saturday, June 22nd, in the evening, and would like to invite you all and your families to join us if you can.

Our Staff Council committees are continuing to work hard in their respective areas to do what we can to promote the welfare of staff. A recent initiative that Staff Council is finalizing is sending personalized notes of congratulations to those employees who continue their education at ECU and graduated spring of 2019. We have a total of 29 staff members who earned degrees this spring from ECU, which is an accomplishment those individuals should be very proud of completing. The notes are a small gesture to recognize and congratulate staff on their educational achievement.

Our elections and credentials committee will be working soon to fill an open seat on the Council. Unfortunately, due to reorganization within Facilities Services and elimination of a position, we have a current seat vacant. The Elections and Credentials Committee will be doing a call for nominations and will hold a special election soon to fill this vacancy. The Council is also working with Institutional Research on development of a staff survey that will hopefully allow us to determine how, as a Council, we can better serve the needs of our constituents. Additionally, as a follow up to the working retreat we had at the beginning of the year, the Council will have a working meeting in July to revise the current bylaws, help define processes and procedures for various initiatives, and revisit goal-setting we have done as a Council.

Once again, I would like to thank you, Chair Diaz, President Benson, and Board of Regents for your continued support of Staff Council, and we hope to see you this weekend at our employee appreciation pool event. Thank you.

3. Mr. Ryan Wiggins, President, Student Government Association

Mr. Ryan Wiggins, SGA President, delivered the following report:

Thank you, Chair Diaz, and I'll start by saying I am actually no longer the SGA President; that title has been passed along to my successor, Madison Lipscomb. She was sworn in a couple of months ago and she has been taking over and she's been doing a great job. I feel very secure that SGA has been left in good hands.

The plan was for her to be here to present a little bit of an update but she actually had to leave. She is working at that orientation we talked about not that long ago. So, I have a quick report from her. Herself and two other members of Student Government went to the Kentucky Leadership Academy, KLA. That's usually held sometime in the middle of March, and it's a meeting with leadership from all of the student governments at all the public universities across the state. They get together, talk about their goals for the upcoming year, they discuss their plans, what has worked for them, what hasn't, and it kind of gives SGA members a really good perspective on things that they can do going into the new year.

At that meeting, the Board of Student Body Presidents also held a vote to nominate the new CPE rep. I'm happy to say that our Executive Vice President, Grant Minix, is in the final three for the nominations for that position. That position actually has been held by Sebastian Torres, who was the Executive Vice President for SGA, and he's held that position the last three years. So, we're hoping those connections work out well and that Grant gets that position.

They are also busy working at orientations trying to recruit students to join SGA, and also kind of pushing that we will be moving back to Powell once that building is completed. We're very excited to move back into Powell and have those offices, and we look forward to seeing you there as well.

The last thing Madison said she had was setting her budgets. She hopes to have that done by July and approved at the first Senate meeting when the fall semester begins.

4. Dr. Michael Benson, President

President Michael Benson delivered the following report:

Good afternoon. I want to echo what Chair Diaz said about Ryan. He has that newlywed glow; we congratulate you, Ryan, on your recent marriage. Gene, in his typical modesty, reported on the Colonels Choice Awards. I was there that night. Steve Lochmueller was there, a bunch of us from the President's Council. Gene, unfortunately, could not be there. He was not feeling well and it's unfortunate he was not there because he was awarded the Outstanding Fan Staff Award. I felt so bad because people were texting Gene, telling him to show up, and he was home in bed. So I went and presented the award to him at his home after. But if you know Gene and his wife, Cindy, they are as loyal fans as you will find anywhere. So when he talks about student-athletes in his role in the Bratzke Center before his current role, Gene, I thank you for your work with our student-athletes and that award was very well deserved.

I thought about what we went through together as a university community with the Board last April, and some of the challenges we faced. I've also thought about how we are now

entering my favorite time of year, the summer, and this quote from John Steinbeck: "What good is the warmth of summer without the cold of the winter to give it sweetness?"

We did kind of go through the cold of the winter that last April and now we are entering, I would argue, the warmth of summer. As you heard our colleagues come up here and talk about the positivity of our budget. It's no coincidence that they used the picture of the University Building. I didn't have any say in that, but I don't know how you came up with that picture, Barry. The University Building was our original building on campus. Constructed in 1874. If you take the work "uni" -- one -- "vers" -- to turn, we are turning as a campus to the things that matter. Not that we haven't been focused on them. But people, places and programs. I would argue, as I often do, to add another "p" to that -- positivity. There is so much to be excited about. There is so much that we have going for us. As I talk to my fellow presidents at other institutions, I would not in any moment argue for our limitations when I consider some of the challenges that they are facing.

I want to thank the people around me. I have a great team. And I'm blessed every day to come and work with very capable people, and they are friends. I want to thank Dan McBride for the role that he has taken on in these last several months in his role as Vice President for Development. He will return to his previous position. But I am delighted to introduce a face that you are all familiar with because she has been on campus for a long time. Dean Gardner, would you please stand up? Betina Gardner will assume her new role as our Vice President for Development and Alumni Relations on July 1st and we are absolutely ecstatic to welcome Betina into this new role. Thank you, Betina.

I also want to thank Holly Wiedemann. You can't go anywhere in this state or this region and not see the positive impact of Holly. She has served faithfully on this board for many years and Holly, we are going to miss you. So thank you for your service.

Yesterday I had the chance to walk around campus a bit. I like to take the chance to see how we are progressing on our various projects. I saw the Centennial statue, and I am always glad to see the Centennial statue because it's named the Centennial statue for a reason. It was donated to the campus in 1974. It was designed by Felix De Weldon, the same sculptor that designed the Iwo Jima Memorial. I thought of the fact that in just a few weeks, we will celebrate the 50th anniversary of Apollo 11, and you all are familiar with the famous quote from John Fitzgerald Kennedy: "We choose to go to the moon not because it is easy but because it is hard."

We have some hard things to do in front of us. We talked about some of the challenges in our budget. But we've done hard things. And we can do hard things. These hard things are required of us because we are in positions of responsibility. But I'm grateful for the support that we have in the board, and I feel the support of our campus community.

Vasu asked me to just say a word or two about our recent trip to China, and Mr. Chair, with your permission, at the next board meeting, I'll be happy to give a more full report on some of our activities in China. This is my fifth trip, not solely with EKU, but in my previous position I went with my previous institution, but I had the chance to go with Dean Erikson, with Weiling Zhuang from our School of Business, and also Tom Butler from our English Department. It's unusual for a school our size to have five faculty members from our School of Business that speak Mandarin. They are native speakers of Mandarin. So we have some real, what I would

argue, blue sky opportunities for partnerships in China. So I'll be happy at our next Board meeting to present in more detail about some of those opportunities.

Finally, I would like to invite all of you on August the 16th -- that is right in the middle of our Big E Welcome week of activities, a Friday night at 5:00 pm, will be the Colonel Welcome Walk through Turner Gate. This year we are going to do it a little differently because that is going to be Move-In Day. A lot of the families, as you might know, like to linger longer and stay, and that kind of long kiss goodbye, as it were, and so they will stay for the afternoon and we are going to invite them to stay for the Welcome Walk, and then we are going to ice cream in the lawn behind the gate. So we want to invite all the Board members that can attend. That will be on August the 16th at 5:00 pm. If you haven't participated in it, I would strongly encourage you to do it because it really is emblematic of our kind of welcoming these freshmen to campus and a symbolic gesture of our support and literally wrapping our arms around them as they come into our campus.

With that, I hope you all have a great summer. It's a good time for us to get a lot of things done. Barry and Jerry and David also touched on some of the projects that are happening on campus. These construction projects that will make a big difference with this asset preservation fee that we are utilizing to improve our teaching spaces. Professor Ciocca I hope you will report back to your fellow faculty -- and Professor Marion -- that we are taking this very seriously, improving these spaces, with our students that have paid into this fee, this fund, to improve these spaces.

5. Lewis Diaz, Chair

Chair Lewis Diaz delivered the following report:

I don't usually know what Mike is going to say before he says it, and so I don't prepare remarks because I want to make sure that my remarks have some relevance to what Mike has said. Mike, you talked about the three, maybe four, P's and I want to stay with the P's a little bit because something you heard David talk about is partnership. And partnership is as big a P as you can think about. People talk about "partnerships" and they use that term loosely, to say, "hey we're working together," but sometimes you can have a partnership, and I'd like to say it's a partnership with a big P. If you break down what a partnership is truly, under the law, it's two people working in business together for profit. And in a partnership you have both a principal and an agent. Alan can tell you this all too well, being the top partner at an accounting firm, every partner that is in a partnership likes to think about all the things that they can do as a partner, and they like to think of themselves as the perfect partner. But they always forget about that second prong of the responsibility, if you're both a principal and an agent, and we don't regularly have partners walking around saying, hey, how can I be the perfect agent today? And as an agent, our responsibility is to serve the principal.

So, when we think about partnerships, we have to think about both being the principal, owning the things that you are working on, but also serving your other partners. And that agency piece is a real big piece of that word and it's the difference between just throwing the word "partnership" around loosely versus putting meaning behind it. I'm working for you, you're working for me, we are responsible to each other. So when I talk about partnerships, I mean it with a big P. We're working for each other. And together, we get to the other P, which is projects. We are on the tail end of a number of projects that we've been working on. It's part of a massive

capital improvement that the previous chair and your current president led. In the fall we will open a new student rec center, and that rec center is going to put us in a place where we will be competitive with every institution in the Commonwealth and in our region. That means that we're going to have a unique opportunity this year for the first time in a long time to not be under construction, and as Gene said, effective July 1 the new recruiting season starts. And so we get back into the cycle of the people. This year is going to be the first year that we get to leverage our projects to recruit people and our best yield is going to come through partnership, and that is partnership between the academic space, the administrative space, and across campus. The staff, faculty -- everyone. We all have to work together to leverage the resources that we have to serve the Commonwealth, to serve the students.

So as we move on, I just want to encourage all of you -- all of you are involved in the administration of this university. Everyone here is involved in the administration of the university. We have a very engaged board, we want to partner with you, we want to serve you. But we want you to serve each other in serving the students. So with that, I'm going to move to the action items in the agenda.

Action Items

A. Consent Agenda

Chair Diaz presented to the full Board the following items on the Consent Agenda for approval:

i. Approval of the Minutes for the Full Board Meeting on April 23, 2019

A motion was made by Regent Long to approve the minutes for the Full Board meeting on April 23, 2019. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

ii. Personnel Actions Report

A motion was made by Regent Wiedemann to approve the Personnel Actions Report. The motion was seconded by Regent Tye. The motion passed unanimously by voice vote.

iii. Council on Academic Affairs Report

A motion was made by Regent Makinen to approve the Council on Academic Affairs Report. The motion was seconded by Regent Marion. The motion passed unanimously by voice vote.

iv. Revision to Academic Policies and Repeal of Academic Policies

A motion was made by Regent Castro to approve revision to academic policies 4.1.1, Academic Freedom and 4.1.7, Student Opinion of Instructor; and repeal of academic policies 4.3.12, Degree Completion for Accomplished Professionals, 4.6.12, Shared Faculty Appointments, and 4.7.9, Limitation on Academic Work while under Contract to Teach at Eastern. The motion was seconded by Regent Long. The motion passed unanimously by voice vote.

v. **Revision to Administrative Policy 1.4.1P, Discrimination and Harassment and repeal of Administrative Regulation 1.4.2R, Response to Non-Discrimination and Harassment**

A motion was made by Regent Vasudevan to approve the repeal of administrative regulation 1.4.2R, Response to Non-Discrimination and Harassment. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

A motion was made by Regent Makinen to approve revision of administrative policy 1.4.1P, Discrimination and Harassment. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

vi. **Model Laboratory School Update and Adoption of Policies for Model Laboratory School, Administrative Policies Volume 12**

A motion was made by Regent Long to approve the adoption of policies for Model Laboratory School, Administrative Policies Volume 12. The motion was seconded by Regent Wiedemann. The motion passed unanimously by voice vote.

B. Recommendation for Faculty Emeritus for 2019-2020

A motion was made by Regent Long to approve the recommendation for Faculty Emeritus for 2019-2020. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

C. Board of Regents Bylaws Update

A motion was made by Regent Makinen to accept the updates to the Board of Regents Bylaws. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

D. Proposed 2019-2020 Operating Budget

A motion was made by Regent Long to accept the proposed 2019-2020 Operating Budget. The motion was seconded by Regent Castro. The roll was called and the following members voted "aye": Juan Castro, Alan Long, Bryan Makinen, Jason Marion, Lynn Taylor Tye, Vasu Vasudevan, Holly Wiedemann, Ryan Wiggins, Lewis Diaz. No member voted "nay." Laura Babbage and Nancy Collins were absent. The motion passed.

New Business

There was no new business.

Eastern Kentucky University Board of Regents Resolution in Recognition of Holly Wiedemann

Chair Diaz presented the following resolution:

WHEREAS, Holly Wiedemann served with distinction from January 2014 to June 2019 on the Eastern Kentucky University Board of Regents and completed five years of distinguished leadership and meritorious service; and

WHEREAS, during those years, her special contributions to the Board have included serving as a member of the Institutional Advancement and Honors Committee and the Internal Audit Committee;

WHEREAS, throughout her tenure on the Board, she demonstrated a sensitivity to student concerns, exhibited support of access to educational opportunity, and had a strong commitment to improved opportunities for all students, faculty and staff; and

WHEREAS, she steadfastly served as a valued and effective advocate for Eastern Kentucky University and the higher education community of the Commonwealth;

BE IT THEREFORE RESOLVED that the Eastern Kentucky University Board of Regents hereby highly commends Ms. Wiedemann for the important contributions she made to Eastern Kentucky University, and, hereby formally records its appreciation for the excellent leadership she provided, for the countless hours she devoted, and the exemplary service she rendered.

Done this the 18th Day of June, 2019, by the Board of Regents of Eastern Kentucky University.

A motion was made by Regent Long to approve the Resolution in Recognition of Holly Wiedemann. The motion was seconded by Regent Castro. The motion passed by voice vote.

Adjournment

There being no further business, Chair Diaz requested a motion to adjourn. A motion was made by Regent Long to adjourn the meeting. The motion was seconded by Regent Castro. The motion passed by voice vote, and the meeting was thereby adjourned at 3:03 p.m.

Bryan Makinen

Date

Eastern Kentucky University
Turnover Statistics
Current Period (May - July, 2019)

| Job Category | Current Period | | August 1, 2018 - July 31, 2019 | |
|---------------------------|----------------|-------|--------------------------------|-------|
| | Hires | Terms | Hires | Terms |
| Full-Time Faculty | 1 | 39 | 45 | 53 |
| Part-Time Faculty | 12 | 4 | 48 | 6 |
| Administrators/Deans | 0 | 3 | 1 | 7 |
| Full-Time Professionals | 24 | 52 | 81 | 111 |
| Full-Time Hourly | 19 | 63 | 81 | 128 |
| Total: | 56 | 161 | 256 | 305 |
| Net Increase/(Reduction): | -105 | | -49 | |

| Job Category | Current Period | | August 1, 2018 - July 31, 2019 | |
|---------------------------|----------------|--------------|--------------------------------|---------------|
| | Hires | Terms | Hires | Terms |
| Full-Time Faculty | 75000 | \$ 2,963,664 | \$ 2,611,015 | \$ 3,984,140 |
| Part-Time Faculty | \$ 42,742 | \$ 95,388 | \$ 162,886 | \$ 120,427 |
| Administrators/Deans | \$ - | \$ 452,719 | \$ 85,500 | \$ 819,819 |
| Full-Time Professionals | \$ 1,060,654 | \$ 3,097,462 | \$ 3,811,255 | \$ 5,940,188 |
| Full-Time Hourly | \$ 626,307 | \$ 2,280,941 | \$ 2,581,032 | \$ 4,314,054 |
| Total: | \$ 1,804,703 | \$ 8,890,174 | \$ 9,251,688 | \$ 15,178,628 |
| Net Increase/(Reduction): | \$ (7,085,471) | | \$ (5,926,940) | |

New Hires - May - July 2019

| <u>Last Name</u> | <u>First Name</u> | <u>Hire Date</u> | <u>Position Title</u> | <u>Department</u> | <u>Category</u> | <u>Annual Salary</u> |
|-------------------------|--------------------------|-------------------------|--------------------------------|-------------------------------------|------------------------|-----------------------------|
| Roden | John | 5/20/2019 | Clinical Faculty | EKU Student Child Care Program | Fulltime Faculty | \$75,000 |
| Adams | William | 7/8/2019 | Online Learning Specialist | UTC Targeted Case Management | FT Hourly Staff | \$43,895 |
| Barnes | Thomas | 7/15/2019 | Coord, Model Lab Facility | Maintenance, Carpenter Shop | FT Hourly Staff | \$37,565 |
| Barrett | Kimberly | 7/15/2019 | Administrative Coordinator | English | FT Hourly Staff | \$34,398 |
| Blackburn | Brandy | 7/30/2019 | Academic Admin Specialist | Teacher Ed Srv/ProfesLabExperiences | FT Hourly Staff | \$36,465 |
| Burns | Michael | 6/24/2019 | Repair Technician II | Housing Maintenance | FT Hourly Staff | \$35,402 |
| Burton | Taylor | 7/1/2019 | Journeyman Refrigeration Tech | Maintenance, HVAC-R | FT Hourly Staff | \$34,486 |
| Dixon | Sidney | 5/13/2019 | Admin Assistant I | Counseling Center | FT Hourly Staff | \$22,640 |
| Godbey | Donald | 6/18/2019 | Flight Line Scheduler | Airport FBO | FT Hourly Staff | \$31,883 |
| Hester | Rodney | 7/29/2019 | Grounds Zone Specialist | Grounds/Horticulture | FT Hourly Staff | \$26,083 |
| Hinman | William | 7/15/2019 | Boiler Technician | Maintenance, HVAC-R | FT Hourly Staff | \$39,582 |
| Hunt | Seth | 7/8/2019 | EH&S Specialist, Safety | Environmental Health Safety | FT Hourly Staff | \$38,709 |
| Johnson | Cara | 5/28/2019 | Program Splst, Green Dot Coord | Office of Equity and Inclusion | FT Hourly Staff | \$30,264 |
| Long | Brooklyn | 5/13/2019 | Police Officer | Police Department | FT Hourly Staff | \$36,005 |
| Miller | William | 7/8/2019 | Grounds Zone Specialist | Grounds/Horticulture | FT Hourly Staff | \$29,203 |
| Park | Maggie | 7/1/2019 | Reg & Schedule Specialist II | Registrar | FT Hourly Staff | \$28,997 |
| Parker | Rocky | 7/29/2019 | HVAC Technician | Maintenance, HVAC-R | FT Hourly Staff | \$31,117 |
| Rhodus | Adam | 7/1/2019 | Grounds Zone Foreperson | Grounds/Horticulture | FT Hourly Staff | \$36,400 |
| See | Monica | 7/29/2019 | Academic Records Specialist | Registrar | FT Hourly Staff | \$27,671 |
| Smith | Alexis | 7/1/2019 | Trng Assistant | UTC Division of Child Care/TRIS | FT Hourly Staff | \$25,545 |
| Adams-Clay | Laken | 5/13/2019 | Accounting Specialist | Sponsored Prgms Acctg & Fin Svcs | FT Professionals | \$32,847 |
| Auchter | Robert | 7/1/2019 | Technical Director | EKU Center for the Arts | FT Professionals | \$77,253 |
| Benitez | Brian | 7/1/2019 | Asst Athletic Trainer | Athletic Training | FT Professionals | \$25,000 |
| Blake | Patrick | 7/16/2019 | Asst Men's Basketball Coach | Basketball-Men | FT Professionals | \$73,000 |
| Braggs | KaBree | 7/8/2019 | Residence Hall Coordinator | University Housing | FT Professionals | \$33,000 |
| Bryan | Daniel | 6/3/2019 | Accountant Specialist | Accounting & Financial Services | FT Professionals | \$39,565 |
| Byrom | Bradley | 7/8/2019 | Coord, Campus Recreation | Student Rec Center/Wellness Bldg | FT Professionals | \$35,110 |
| Carrico | Jeffrey | 7/12/2019 | Asst Athletic Dir, Sports Med | Athletic Training | FT Professionals | \$64,000 |
| Colbert | Jacob | 7/1/2019 | Academic Advisor | Advising | FT Professionals | \$39,505 |
| Crawford | Rebecca | 6/26/2019 | Project Coordinator | EKU Student Child Care Program | FT Professionals | \$55,000 |
| Culton | Elizabeth | 5/6/2019 | Accountant | Accounting & Financial Services | FT Professionals | \$40,833 |
| Daws | Jordyn | 6/3/2019 | Instructional Designer | Office of e-Campus Learning | FT Professionals | \$46,322 |
| Estep | Mikayla | 5/28/2019 | E-Mentor, Pro Neighborhood | LINC Internships e-Mentors | FT Professionals | \$32,000 |
| Fisher | Kevin | 7/15/2019 | Assoc Dir, Housing & Tech | University Housing | FT Professionals | \$57,903 |
| Hamilton | Angela | 6/3/2019 | Accountant, Construction | Accounting & Financial Services | FT Professionals | \$60,000 |
| Love | Brandon | 7/1/2019 | Asst Basketball Coach | Basketball-Women | FT Professionals | \$48,000 |
| McGee | Trenton | 7/8/2019 | Residence Hall Coordinator | University Housing | FT Professionals | \$33,000 |
| McMullin | Callie | 6/10/2019 | Resdnce Hall Coordinator | University Housing | FT Professionals | \$30,000 |
| Pace | Robert | 7/8/2019 | Admin & Facility Coordinator | Biological Sciences | FT Professionals | \$38,887 |
| Reece | Kyle | 7/8/2019 | Coord, Competitive Sports | Student Rec Center/Wellness Bldg | FT Professionals | \$36,234 |
| Retallick | Ceanna | 7/15/2019 | Resdnce Hall Coordinator | Walters Hall | FT Professionals | \$33,000 |
| Sipes | Sarah | 5/15/2019 | Box Office Supervisor | EKU Center for the Arts | FT Professionals | \$30,334 |
| Turner | Ashley | 7/22/2019 | Coord, Alumni Engage | Alumni & Donor Engagement | FT Professionals | \$29,861 |
| Watson | Jeremy | 7/8/2019 | Dir, Printing & Mail Svcs | Printing Services | FT Professionals | \$70,000 |
| Arnold | Jami | 5/16/2019 | Online PT Faculty | OL-SSEM-MS | PT Faculty | \$3,050 |
| Combs | Leslie | 7/1/2019 | Online PT Faculty | OL-Psych I-O MS | PT Faculty | \$5,000 |
| Davis | Nicholas | 6/17/2019 | Online PT Faculty | OL-Bachelor Social Work | PT Faculty | \$3,050 |
| Gershtenson | Joseph | 7/1/2019 | Online PT Faculty | OL-Political Science-BA | PT Faculty | \$450 |
| Glastetter-Stone | Laura | 6/12/2019 | PT Faculty-On Campus | Summer School Term-College of Educ | PT Faculty | \$2,600 |
| Haghighshahir | Shabnam | 6/1/2019 | Online PT Faculty | OL-AGS/Supporting Courses | PT Faculty | \$4,800 |
| Jackson | John | 5/20/2019 | Online PT Faculty | OL - BBA | PT Faculty | \$2,542 |
| Knipfer | Whitney | 7/1/2019 | Online PT Faculty | OL-CJJS-BS | PT Faculty | \$4,800 |
| Lawrence | Zachary | 6/16/2019 | Online PT Faculty | OL-AGS/Supporting Courses | PT Faculty | \$4,800 |
| Louis | Deborah | 5/20/2019 | Online PT Faculty | OL-CJJS-BS | PT Faculty | \$3,600 |
| Moore | Keven | 5/16/2019 | Online PT Faculty | OL-SSEM-MS | PT Faculty | \$3,050 |
| Shelton | Thomas | 7/1/2019 | Online PT Faculty | OL-Education-MA | PT Faculty | \$5,000 |
| Bennett | Jacob | 6/5/2019 | Pro-shop Clerk | University Club at Arlington | PT Hourly Staff | \$208 |
| Brewer | Abby | 5/11/2019 | Server/Bartender/Cashier | University Club at Arlington | PT Hourly Staff | \$189 |
| Broadwell | Jacob | 6/2/2019 | Summer Tutor Advisor | Upward Bound FY20 | PT Hourly Staff | \$260 |
| Brock | Matthew | 5/13/2019 | Lifeguard | University Club at Arlington | PT Hourly Staff | \$221 |
| Buchanan | Sarah | 5/13/2019 | Seasonal | University Club at Arlington | PT Hourly Staff | \$221 |

New Hires - May - July 2019

| <u>Last Name</u> | <u>First Name</u> | <u>Hire Date</u> | <u>Position Title</u> | <u>Department</u> | <u>Category</u> | <u>Annual Salary</u> |
|-------------------------|--------------------------|-------------------------|------------------------------|-------------------------------------|------------------------|-----------------------------|
| Byrd | Courtney | 6/6/2019 | Upward Bound Summer Spec | Upward Bound FY20 | PT Hourly Staff | \$702 |
| Caplinger | Madison | 7/1/2019 | Writer | Communications & Brand Management | PT Hourly Staff | \$325 |
| Carter | Ashley | 5/20/2019 | Career Success Navigator | LINC GEAR UP | PT Hourly Staff | \$260 |
| Castle | Matthew | 5/11/2019 | Cook | University Club at Arlington | PT Hourly Staff | \$208 |
| Catron | Gary | 5/21/2019 | Server/Bartender/Cashier | University Club at Arlington | PT Hourly Staff | \$189 |
| Caudill | Virgie | 7/1/2019 | Part Time NE Continual Svc | UTC Title IV-E Foster Parent Trng | PT Hourly Staff | \$390 |
| Corrone | Rachael | 5/13/2019 | Part Time NE Continual Svc | Upward Bound FY2019 | PT Hourly Staff | \$312 |
| Day | Makenzie | 7/8/2019 | PT Office Assistant, Temp | Intercollegiate Athletics Admin | PT Hourly Staff | \$234 |
| Day | Avery | 5/19/2019 | Lifeguard | University Club at Arlington | PT Hourly Staff | \$221 |
| Durr | Amanda | 5/11/2019 | Server/Bartender/Cashier | University Club at Arlington | PT Hourly Staff | \$189 |
| Engels | Jessica | 5/16/2019 | ACUHO-I Intern | University Housing | PT Hourly Staff | \$260 |
| Frazier | Amanda | 7/8/2019 | Part Time NE Continual Svc | UTC Title IV-E Foster Parent Trng | PT Hourly Staff | \$390 |
| Gonzalez Hermosil | Ivonne | 7/15/2019 | Seasonal Non-Exempt | South Mig Ed Reg Cent FY19 | PT Hourly Staff | \$364 |
| Gray | Megan | 5/13/2019 | Development Assistant | Development Ops & Campaign Mgmt | PT Hourly Staff | \$428 |
| Hall-Dekleva | Natalya | 6/12/2019 | Cook | University Club at Arlington | PT Hourly Staff | \$208 |
| Harlow | Aaron | 5/30/2019 | Excel Specialist, Temp | Regional Steward-Unrestr Infrastruc | PT Hourly Staff | \$260 |
| Hendricks | Jocelyn | 6/11/2019 | Field Tech, Temporary | Wetland & Forest Monitoring DBNF | PT Hourly Staff | \$260 |
| Hensley | Allen | 6/3/2019 | Camp Counselor | Call Me Mister | PT Hourly Staff | \$390 |
| Hermens | Corey | 6/2/2019 | Science & Math Camp Counslr | STEM Program Support & Events | PT Hourly Staff | \$273 |
| Hicks | Dexter | 6/3/2019 | Information Tech Associate | Information Tech-Administration | PT Hourly Staff | \$408 |
| Huff | Johnny | 5/10/2019 | Tour Guide | White Hall State Historic Site | PT Hourly Staff | \$286 |
| Hukill | Devin | 7/22/2019 | PT Office Assistant, Temp | Intercollegiate Athletics Admin | PT Hourly Staff | \$234 |
| Jeffries | Adam | 5/31/2019 | Temp AV Tech | Conferencing & Events | PT Hourly Staff | \$390 |
| Johnson | Jennifer | 6/2/2019 | Summer Tutor Advisor | Upward Bound FY20 | PT Hourly Staff | \$260 |
| Kipp | Anders | 6/26/2019 | Colonels Now Advisor | Academic Testing | PT Hourly Staff | \$312 |
| Kozel | Emily | 6/20/2019 | Seasonal Non-Exempt | South Mig Ed Reg Cent FY19 | PT Hourly Staff | \$364 |
| Larkin | Steve | 6/1/2019 | Tennis Assistant | University Club at Arlington | PT Hourly Staff | \$260 |
| Lindon | Neil | 6/10/2019 | Accounting Temp | Accounting & Financial Services | PT Hourly Staff | \$325 |
| Martin | Kenndra | 7/8/2019 | Library Associate I | Libraries | PT Hourly Staff | \$12,074 |
| Meaux | Stephanie | 5/11/2019 | Arlington Cook | University Club at Arlington | PT Hourly Staff | \$208 |
| Miller | Holly | 6/5/2019 | Cook | University Club at Arlington | PT Hourly Staff | \$208 |
| Moore | Emma | 6/2/2019 | Summer Tutor Advisor | Upward Bound FY20 | PT Hourly Staff | \$260 |
| Neal | Ethan | 5/15/2019 | Outside Service Attendant | University Club at Arlington | PT Hourly Staff | \$208 |
| Nystrom | Chas | 6/7/2019 | Cook | University Club at Arlington | PT Hourly Staff | \$208 |
| Oneal | Samantha | 5/2/2019 | Career Success Navigator | LINC GEAR UP | PT Hourly Staff | \$260 |
| Otieno | Rebecca | 6/17/2019 | Lifeguard | University Club at Arlington | PT Hourly Staff | \$221 |
| Petrey | Jerry | 5/17/2019 | Model Substitute Bus Drivers | Model Lab School Transportation | PT Hourly Staff | \$286 |
| Reaves | Ashley | 5/20/2019 | Graphic Designer | Communications & Brand Management | PT Hourly Staff | \$325 |
| Rice | Lucas | 5/27/2019 | Outside Service Attendant | University Club at Arlington | PT Hourly Staff | \$208 |
| Riddell | Kaisee | 5/22/2019 | Temp | Summer School Term | PT Hourly Staff | \$208 |
| Riel | Jenna | 5/6/2019 | Arlington Lifeguard | University Club at Arlington | PT Hourly Staff | \$221 |
| Roberts | Chandler | 5/11/2019 | Arlington Food & Beverage | University Club at Arlington | PT Hourly Staff | \$189 |
| Roe | Anna | 6/1/2019 | Nutrition Intern | Upward Bound FY20 | PT Hourly Staff | \$260 |
| Rye | Grant-Marlow | 5/6/2019 | Head Lifeguard | University Club at Arlington | PT Hourly Staff | \$312 |
| Salisbury | Julie | 7/1/2019 | Part Time NE Continual Svc | UTC Title IV-E Foster Parent Trng | PT Hourly Staff | \$390 |
| Short | Emily | 5/2/2019 | Server/Bartender/Cashier | University Club at Arlington | PT Hourly Staff | \$189 |
| Sidor | Anthony | 5/11/2019 | Outside Service Attendant | University Club at Arlington | PT Hourly Staff | \$208 |
| Stratton | Walter | 5/13/2019 | Lifeguard | University Club at Arlington | PT Hourly Staff | \$221 |
| Tarvin | Richard | 5/8/2019 | Pro-Shop Clerk | University Club at Arlington | PT Hourly Staff | \$234 |
| Taylor | Katherine | 5/6/2019 | Lifeguard | University Club at Arlington | PT Hourly Staff | \$221 |
| Taylor | Victoria | 5/13/2019 | Lifeguard | University Club at Arlington | PT Hourly Staff | \$221 |
| Tello | Austin | 5/16/2019 | ACUHO-I Intern | University Housing | PT Hourly Staff | \$260 |
| Thomas | Troy | 5/28/2019 | Career Success Navigator | LINC GEAR UP | PT Hourly Staff | \$260 |
| Thurman | Stephanie | 5/10/2019 | Tour Guide | White Hall State Historic Site | PT Hourly Staff | \$263 |
| Warford | Randal | 6/3/2019 | Camp Counselor | Call Me Mister | PT Hourly Staff | \$208 |
| Whitaker | James | 6/10/2019 | WEKU Engineer | WEKU Public Radio | PT Hourly Staff | \$572 |
| Wilson | Colson | 6/3/2019 | PT Tennis Assistant | Adams Tennis Center | PT Hourly Staff | \$260 |
| Woolums | Caitlin | 6/2/2019 | Summer Tutor Advisor | Upward Bound FY20 | PT Hourly Staff | \$260 |
| Yates | Laurel | 5/13/2019 | Lifeguard | University Club at Arlington | PT Hourly Staff | \$221 |
| Young | Olivia | 5/6/2019 | Lifeguard | University Club at Arlington | PT Hourly Staff | \$260 |
| Adams | Ellen | 7/1/2019 | Production Manager | Music | PT Professionals | \$20,000 |

New Hires - May - July 2019

| <u>Last Name</u> | <u>First Name</u> | <u>Hire Date</u> | <u>Position Title</u> | <u>Department</u> | <u>Category</u> | <u>Annual Salary</u> |
|-------------------------|--------------------------|-------------------------|-------------------------------|-------------------------------------|------------------------|-----------------------------|
| Adams | Angela | 6/17/2019 | Career Exploration Camp Inst | Promise Summer Camp | PT Professionals | \$1,500 |
| Ballard | Courtney | 5/15/2019 | Member, KY READY Corps | KY READY Corps FY19 | PT Professionals | \$1,500 |
| Banderman | Marie | 6/9/2019 | Foster Music Camp Counselor | Foster Music Camps | PT Professionals | \$900 |
| Blakeman | Brandi | 6/9/2019 | Foster Music Camp Counselor | Foster Music Camps | PT Professionals | \$900 |
| Blevins | Stanley | 6/16/2019 | Camp Counselor | Psychology Inner Space Camp | PT Professionals | \$420 |
| Boggess | James | 6/9/2019 | Foster Music Camp Counselor | Foster Music Camps | PT Professionals | \$900 |
| Coyle | Patrick | 6/16/2019 | Camino Camp Team Leader | Camino Camp | PT Professionals | \$500 |
| Danley | Neal | 7/11/2019 | Community Ed Instructor | Community Education | PT Professionals | \$0 |
| Drouin | Cody | 5/6/2019 | Football Sports Perf Coach | Football | PT Professionals | \$5,000 |
| Elliott | Britoney | 5/15/2019 | Member, KY READY Corps | KY READY Corps FY19 | PT Professionals | \$1,500 |
| Garrett | James | 7/1/2019 | Master Instructor | RDPC17 Task 2 | PT Professionals | \$0 |
| Gustave | Raynaldy | 7/22/2019 | Football Sports Perf. Coach | Football | PT Professionals | \$5,000 |
| Harrison | Emma | 6/24/2019 | Training Specialist | UTC Comm Based Child Abuse Preventn | PT Professionals | \$360 |
| Hibbard | Jonathan | 7/1/2019 | Costume Shop | Music | PT Professionals | \$20,000 |
| Jacobs | Sarah | 7/1/2019 | App Shakes Ed Director | Music | PT Professionals | \$22,000 |
| Kyle | Katlin | 5/15/2019 | Members, KY READY Corps | KY READY Corps FY19 | PT Professionals | \$1,500 |
| Logan | Eric | 5/30/2019 | Flight Instructor | Class Fees - Aviation | PT Professionals | \$0 |
| Lowrance | Victoria | 5/15/2019 | Member, KY READY Corps | KY READY Corps FY19 | PT Professionals | \$1,500 |
| Mayer | Anthony | 7/1/2019 | Varsity Volleyball Coach | Model Laboratory School | PT Professionals | \$2,020 |
| Maynard | Lauren | 7/1/2019 | Public Health Intern | Prevention Services (TAA8/TABF) | PT Professionals | \$5,000 |
| Maze | Macey | 6/1/2019 | Member, KY READY Corps | KY READY Corps FY19 | PT Professionals | \$1,500 |
| Medrano Gonzalez | Oscar | 6/16/2019 | Camino Camp Team Leader | Camino Camp | PT Professionals | \$500 |
| Meza | Daisy | 6/16/2019 | Camino Camp Leader | Camino Camp | PT Professionals | \$500 |
| Ndiaye | Cheikh | 5/30/2019 | Member, KY READY Corps | KY READY Corps FY19 | PT Professionals | \$1,500 |
| Noe | Mason | 6/9/2019 | Foster Music Camp Counselor | Foster Music Camps | PT Professionals | \$900 |
| Pace | Cheryl | 5/12/2019 | Teach for Paralegal Residency | OL-Paralegal-BA | PT Professionals | \$500 |
| Pannell | Corinna | 6/24/2019 | Part time Exempt Assigned | UTC Comm Based Child Abuse Preventn | PT Professionals | \$140 |
| Paxtle-Granjeno | Jeniffer | 6/16/2019 | Camino Camp Team Leader | Camino Camp | PT Professionals | \$500 |
| Pitts | Andrew | 6/9/2019 | Foster Music Camp Counselor | Foster Music Camps | PT Professionals | \$900 |
| Powers | Brennan | 7/1/2019 | PH Intern | Prevention Services (TAA8/TABF) | PT Professionals | \$5,000 |
| Presnell | Kevin | 6/1/2019 | Teacher Leader Consultant | Adolescent Literacy Proj FY20 | PT Professionals | \$0 |
| Ramey | Heather | 6/9/2019 | Foster Music Camp Counselor | Foster Music Camps | PT Professionals | \$900 |
| Ratliff | Preston | 6/16/2019 | Foster Music Camp Asst Fac | Foster Music Camps | PT Professionals | \$500 |
| Rehm | Morgan | 5/15/2019 | Members, KY READY Corps | KY READY Corps FY19 | PT Professionals | \$1,500 |
| Robinson | Matthew | 6/9/2019 | Foster Music Camp Counselor | Foster Music Camps | PT Professionals | \$900 |
| Romero | Elizabeth | 6/16/2019 | Camino Camp Team Leader | Camino Camp | PT Professionals | \$500 |
| Saunders | Margaret | 6/9/2019 | Foster Music Camp Faculty | Orchestra Activity Fund | PT Professionals | \$1,200 |
| Sherman | Wayne | 7/1/2019 | Flight Instructor | Class Fees - Aviation | PT Professionals | \$0 |
| Slone | Shasta | 5/23/2019 | KY Ready Corps | KY READY Corps FY19 | PT Professionals | \$1,500 |
| Smith | Angela | 6/17/2019 | Career Exploration Camp Inst | Promise Summer Camp | PT Professionals | \$1,000 |
| Smith | John | 7/1/2019 | Boys Head Soccer Coach | Model Laboratory School | PT Professionals | \$3,535 |
| Smyth | Adam | 7/1/2019 | Technical Director | Music | PT Professionals | \$22,000 |
| Stone | Devan | 6/1/2019 | Teacher Leader Consultant, | Adolescent Literacy Proj FY20 | PT Professionals | \$0 |
| Valdespino Soto | Luz | 6/22/2019 | Camino Camp Team Leader | Camino Camp | PT Professionals | \$500 |
| Wilder | Ashley | 6/9/2019 | Foster Music Camp Counselor | Foster Music Camps | PT Professionals | \$900 |
| Williams | Bradley | 5/6/2019 | OSHA Instructor | OSHA Training Institute Educ. Ctr. | PT Professionals | \$0 |

Terminations May - July 2019

| <u>Last Name</u> | <u>First Name</u> | <u>Term Date</u> | <u>Position Title</u> | <u>Department</u> | <u>Category</u> | <u>Annual Salary</u> |
|-------------------------|--------------------------|-------------------------|------------------------------|-------------------------------------|------------------------|-----------------------------|
| Pitt | Sarah | 7/2/2019 | Chief HR Officer | Human Resources | Administrators/Deans | \$121,000 |
| Wilkins | Rose | 7/31/2019 | Assoc Dean, CLASS | Dean - Letters, Arts & Soc Sciences | Administrators/Deans | \$110,316 |
| Wrightson | Alan | 6/29/2019 | BCHC, CEO/Physician | BCHC FY20 Program Income | Administrators/Deans | \$221,403 |
| Clements | Mary | 6/30/2019 | Chair/Prof/PT Assoc Dean, | Baccalaureate & Graduate Nursing | Chairs | \$120,373 |
| Allison | Joseph | 7/31/2019 | Professor | Music | Fulltime Faculty | \$64,463 |
| Arnold | Melba | 5/31/2019 | Asst Professor | Occupational Therapy | Fulltime Faculty | \$69,000 |
| Ballard | Michael | 5/31/2019 | Asst Professor | Dept Amer SL & Interpreter Educat | Fulltime Faculty | \$51,000 |
| Barnett | Darryl | 6/30/2019 | Professor | Environmental Health Sciences | Fulltime Faculty | \$90,192 |
| Bowen | Bryan | 5/31/2019 | ASL Specialist III | Interpreter Training Prog FY19 | Fulltime Faculty | \$42,538 |
| Brown | Maria | 5/31/2019 | Model HS Spanish Instr | Model Laboratory School | Fulltime Faculty | \$45,680 |
| Brown | Cheyenne | 5/31/2019 | MS Language Arts Instr | Model Laboratory School | Fulltime Faculty | \$19,447 |
| Carnes | Lana | 6/30/2019 | Professor | Management/Marketing/Intl Business | Fulltime Faculty | \$106,355 |
| Chelyshkov | Volodymyr | 6/30/2019 | Visiting Lecturer | Provost - Faculty Fund | Fulltime Faculty | \$47,500 |
| Constantine | Joseph | 7/31/2019 | Assistant Professor | Educ Lead, Coun Educ & Comm Disord | Fulltime Faculty | \$55,500 |
| Crabtree | Katherine | 6/29/2019 | Staff Physician Clinic Fac | BCHC FY20 Program Income | Fulltime Faculty | \$187,000 |
| Denton | Joseph | 6/30/2019 | Asst Professor | OL-Public Administration-MPA | Fulltime Faculty | \$55,000 |
| Draughn | Iris | 7/2/2019 | Nurse Practitioner | BCHC FY20 Program Income | Fulltime Faculty | \$93,000 |
| Gibson | Miranda | 5/31/2019 | Clinical Faculty | Associate Degree Nursing | Fulltime Faculty | \$54,000 |
| Giles | Teri | 6/30/2019 | Instructor, HS Math | Model Lab School Grades 6 -12 | Fulltime Faculty | \$60,351 |
| Harber | Jessica | 7/15/2019 | Lect | Mathematics & Statistics | Fulltime Faculty | \$42,551 |
| Harris | Twyla | 5/31/2019 | Elem Ed Math Specialist | Curriculum & Instruction | Fulltime Faculty | \$55,863 |
| Hughes | Patrick | 6/29/2019 | Nurse Practitnr Clinic Fac | BCHC FY20 Program Income | Fulltime Faculty | \$99,000 |
| Hunter | Sandy | 6/30/2019 | Professor | Emergency Medical Care | Fulltime Faculty | \$78,928 |
| James-Wendel | Ginger | 5/31/2019 | Model Preschool Teacher | Model Lab School Grades K-5 | Fulltime Faculty | \$49,877 |
| Jones | Debora | 6/30/2019 | Head Teacher | Burrier Child Development Center | Fulltime Faculty | \$44,043 |
| Karolich | Robert | 6/30/2019 | Assoc Professor | Anthropology/Sociology/Social Work | Fulltime Faculty | \$56,163 |
| Klyza | James | 6/30/2019 | Asst Professor | Environmental Health Sciences | Fulltime Faculty | \$76,875 |
| Landon | George | 5/31/2019 | Professor | Computer Science | Fulltime Faculty | \$81,989 |
| London | Richard | 7/15/2019 | Advanced Practice Provider | BCHC FY20 Program Income | Fulltime Faculty | \$94,500 |
| Majmundar | Mamata | 5/31/2019 | Staff Physician, BCHC | BCHC FY20 Program Income | Fulltime Faculty | \$200,000 |
| Marcum | Travis | 7/15/2019 | Instructor- MMS Soc Stud | Model Laboratory School | Fulltime Faculty | \$50,580 |
| Miller | Cristal | 7/17/2019 | Advanced Practice Provider | BCHC FY20 Program Income | Fulltime Faculty | \$89,000 |
| Moore | Hollis | 5/31/2019 | Visiting Faculty | Program of Distinction | Fulltime Faculty | \$55,000 |
| Mutiso | Lora | 6/30/2019 | Psychiatric/Clinical Fac | BCHC FY20 Program Income | Fulltime Faculty | \$90,000 |
| Nguyen | Augustine | 5/31/2019 | Professor Associate Dir | Honors Program | Fulltime Faculty | \$58,992 |
| Petrey | Kristina | 5/31/2019 | Assoc Professor | Emergency Medical Care | Fulltime Faculty | \$61,888 |
| Piercey | Rodney | 5/31/2019 | Professor | Physics & Astronomy | Fulltime Faculty | \$170,843 |
| Rudick | Karen | 6/30/2019 | Professor | Communication | Fulltime Faculty | \$70,321 |
| Scarberry | Wesley | 7/31/2019 | Asst Professor | Model Laboratory School | Fulltime Faculty | \$58,934 |
| Shuman | Brittany | 7/15/2019 | Nurse Practionr, Clinc Fac | BCHC FY20 Program Income | Fulltime Faculty | \$90,000 |
| Thomas | Robert | 6/30/2019 | Asst Professor | Mathematics & Statistics | Fulltime Faculty | \$59,343 |
| Walach | Michael | 6/30/2019 | Assoc Professor | Applied Engineering and Technology | Fulltime Faculty | \$67,575 |
| Adams | Kutricia | 5/31/2019 | Prog Assistant, Athletics | Athletic Marketing | FT Hourly Staff | \$36,095 |
| Adkins | Adrienna | 7/1/2019 | Fmly Mentor | UTC Title IV-E Waiver | FT Hourly Staff | \$25,935 |
| Arnett | Angela | 6/29/2019 | Intake Clerk I | BCHC FY20 | FT Hourly Staff | \$32,302 |
| Baldrige | Samantha | 6/29/2019 | Clncl Assistant I | BCHC FY20 | FT Hourly Staff | \$31,054 |
| Ballard | Denise | 5/23/2019 | Paraeducator | Model Laboratory School | FT Hourly Staff | \$24,161 |
| Beck | Phillip | 6/29/2019 | Intake Clerk I | BCHC FY20 | FT Hourly Staff | \$32,302 |
| Bell | Deniece | 6/14/2019 | DUI Program Coordinator | TAAB - Kentucky's DUI Program | FT Hourly Staff | \$44,207 |
| Bernal Gonzalez | Orlando | 6/29/2019 | Intake Clerk I | BCHC FY20 | FT Hourly Staff | \$29,515 |
| Betancourt | Liliana | 6/29/2019 | Intake Clerk I | BCHC FY20 | FT Hourly Staff | \$27,102 |
| Bray | Carri | 6/29/2019 | Charge Nurse | BCHC FY20 Program Income | FT Hourly Staff | \$67,288 |
| Cable | Susan | 5/10/2019 | Admin Assistant I | Agriculture | FT Hourly Staff | \$30,186 |
| Carroll | Lucas | 5/25/2019 | Apprentice Electrician | Maintenance, Electrical Shop | FT Hourly Staff | \$23,192 |
| Cox | Deena | 7/26/2019 | Admin Asst to the Provost | Provost and Academic Affairs | FT Hourly Staff | \$42,557 |
| Daniel | Sara | 7/31/2019 | Registered Nurse | BCHC FY20 | FT Hourly Staff | \$52,416 |
| Davidson | Elizabeth | 5/10/2019 | Admin Assistant I | English | FT Hourly Staff | \$31,590 |
| Denson | Anita | 6/29/2019 | Rev Cycle/ Insurance Spec | BCHC FY20 | FT Hourly Staff | \$41,933 |
| Ellison | Christina | 6/29/2019 | Care Coordinator | BCHC FY20 | FT Hourly Staff | \$47,445 |
| Garcia Garza | Mildred | 6/29/2019 | Intake Clerk I | BCHC FY20 | FT Hourly Staff | \$24,690 |
| Gibson | Jacob | 7/30/2019 | Library Associate III | Libraries | FT Hourly Staff | \$29,699 |

Terminations May - July 2019

| <u>Last Name</u> | <u>First Name</u> | <u>Term Date</u> | <u>Position Title</u> | <u>Department</u> | <u>Category</u> | <u>Annual Salary</u> |
|-------------------------|--------------------------|-------------------------|-------------------------------|-------------------------------------|------------------------|-----------------------------|
| Gomez | Aldo | 6/29/2019 | Coord, Spcl Pops & Outreach | BCHC FY20 Program Income | FT Hourly Staff | \$46,530 |
| Gray | Alicia | 5/31/2019 | Registered Nurse | BCHC FY20 | FT Hourly Staff | \$52,021 |
| Griffith | Theda | 7/12/2019 | Human Resources Specialist | Human Resources | FT Hourly Staff | \$31,376 |
| Herrington | Brittany | 6/14/2019 | Fmly Mentor, Boyd County | UTC Title IV-E Waiver | FT Hourly Staff | \$25,935 |
| Hisel | Beverly | 5/31/2019 | Library Associate III | Libraries | FT Hourly Staff | \$36,056 |
| Hoover | John | 6/13/2019 | Relocation Specialist | Grounds/Horticulture | FT Hourly Staff | \$21,861 |
| Ibarra | Daniela | 6/29/2019 | Clncl Assistant II | BCHC FY20 | FT Hourly Staff | \$32,011 |
| Ivey | Dwightel | 6/14/2019 | Buyer | Purchasing | FT Hourly Staff | \$36,153 |
| Kenney | Brittney | 6/28/2019 | Card Services Administrator | Card Services | FT Hourly Staff | \$29,718 |
| Leisure | Tara | 7/26/2019 | Graphic Designer | Communications & Brand Management | FT Hourly Staff | \$30,518 |
| Masengale | Scotty | 6/11/2019 | Repair Technician I | Housing Maintenance | FT Hourly Staff | \$24,315 |
| Massingill | Kimberly | 6/29/2019 | Clncl Assistant I | BCHC FY20 | FT Hourly Staff | \$33,363 |
| McHone | Ronnie | 5/31/2019 | Journeyman Plumber | Maintenance, Plumbing Shop | FT Hourly Staff | \$36,525 |
| Mendez Lira | Jessica | 6/29/2019 | Clncl Assistant I | BCHC FY20 | FT Hourly Staff | \$31,637 |
| Montalvo | Rudy | 6/29/2019 | Intake Clerk II | BCHC FY20 | FT Hourly Staff | \$33,134 |
| Moores | Carole | 5/31/2019 | Prog Specialist, Aviation | Aviation | FT Hourly Staff | \$38,571 |
| Nsabimana | Frieda | 6/29/2019 | Clncl Assistant I | BCHC FY20 | FT Hourly Staff | \$29,099 |
| Orschell | Eric | 7/13/2019 | Revenue Cycle Specialist | BCHC FY20 | FT Hourly Staff | \$35,110 |
| Perez Soria | Maite | 6/29/2019 | Clncl Assistant I | BCHC FY20 | FT Hourly Staff | \$26,562 |
| Poe | Jessica | 6/29/2019 | Care Coordinator | BCHC FY20 Program Income | FT Hourly Staff | \$39,936 |
| Quiroga | Leidy | 6/29/2019 | Clncl Assistant I | BCHC FY20 | FT Hourly Staff | \$27,206 |
| Ramirez | Silvia | 6/29/2019 | Intake Clerk II | BCHC FY20 | FT Hourly Staff | \$34,445 |
| Ramirez Chevez | Orlando | 6/29/2019 | Care Coordinator | BCHC FY20 Program Income | FT Hourly Staff | \$46,862 |
| Ramirez Ortiz | Angelica | 6/29/2019 | Sub Abse Care Coord | BCHC FY20 | FT Hourly Staff | \$44,741 |
| Richardson | Geryl | 6/29/2019 | Admin Assistant I | BCHC FY20 | FT Hourly Staff | \$35,360 |
| Rickle | Melinda | 5/2/2019 | Registered Nurse | BCHC FY20 | FT Hourly Staff | \$55,037 |
| Risco Avila | Niobys | 6/29/2019 | Clncl Assistant II | BCHC FY20 | FT Hourly Staff | \$37,939 |
| Rodriguez Vera | Maria | 6/29/2019 | Care Coordinator | BCHC FY20 Program Income | FT Hourly Staff | \$43,659 |
| Rowe | Kayla | 6/29/2019 | Clncl Assistant I | BCHC FY20 | FT Hourly Staff | \$24,960 |
| Ruble | Christopher | 5/17/2019 | Maintenance Mechanic | Maintenance, Plumbing Shop | FT Hourly Staff | \$25,210 |
| Russell | Timothy | 5/7/2019 | Maintenance Mechanic | Housing Maintenance | FT Hourly Staff | \$22,360 |
| Solis | Carmen | 6/29/2019 | Intake Clerk I | BCHC FY20 | FT Hourly Staff | \$28,309 |
| Stacy | Jordan | 6/20/2019 | Accounting Clerk | Accounting & Financial Services | FT Hourly Staff | \$25,155 |
| Szczapinski | Pamela | 6/30/2019 | Supvisr, Billing & Collection | Student Accounting Services | FT Hourly Staff | \$38,298 |
| Tate | Tamara | 6/29/2019 | Clncl Assistant I | BCHC FY20 | FT Hourly Staff | \$33,925 |
| Taulbee | Carolyn | 6/29/2019 | Registered Nurse | BCHC FY20 | FT Hourly Staff | \$56,077 |
| Tipton | Jennifer | 6/29/2019 | Registered Nurse | BCHC FY20 Program Income | FT Hourly Staff | \$63,045 |
| Tuggle | Scott | 5/8/2019 | Construction & Repair Tech I | Maintenance, Carpenter Shop | FT Hourly Staff | \$26,291 |
| Warner | Kathy | 6/29/2019 | Intake Clerk I | BCHC FY20 | FT Hourly Staff | \$32,843 |
| Weitkamp | Laura | 5/31/2019 | Academic Admin Specialist | Teacher Ed Srv/ProfesLabExperiences | FT Hourly Staff | \$41,165 |
| Wiseman | Timothy | 7/27/2019 | Utility Compliance Coord | Campus Util Sys & Bldg Climate Svcs | FT Hourly Staff | \$55,598 |
| Wolak | Jeri | 6/29/2019 | Charge Nurse | BCHC FY20 Program Income | FT Hourly Staff | \$61,526 |
| Wright | Chetland | 7/5/2019 | Police Officer | Police Department | FT Hourly Staff | \$42,494 |
| Zielinski | Lisa | 6/21/2019 | Supvisr, Cash & Collections | Student Accounting Services | FT Hourly Staff | \$34,340 |
| Agee | Donna | 7/31/2019 | Assoc Dir, Med/Clncl Practice | BCHC FY20 Program Income | FT Professionals | \$82,771 |
| Algarin Ballesteros | Jose | 7/15/2019 | Recruit & Outreach Coord | Dean-College of Science | FT Professionals | \$41,000 |
| Berkshire | Barbara | 7/31/2019 | Coord | UTC Targeted Case Management | FT Professionals | \$43,217 |
| Boaz | Mary | 6/30/2019 | Assoc Director | UTC Title IV-E Training | FT Professionals | \$62,755 |
| Castillo | Esveyda | 6/29/2019 | Dir, Operations | BCHC FY20 Program Income | FT Professionals | \$68,372 |
| Chikuni | Tichaedza | 7/30/2019 | Sr Recrtmnt Splst, Diversity | Admissions | FT Professionals | \$45,000 |
| Cole | Colette | 6/7/2019 | Asst Basketball Coach | Basketball-Women | FT Professionals | \$42,422 |
| Cook | Terry | 6/30/2019 | Area Coordinator, KYCID | KYCID FY19 | FT Professionals | \$72,793 |
| Cornett | Tammy | 5/28/2019 | Coord, Employee Wellness | Healthy You at ECU | FT Professionals | \$47,476 |
| Coyle | Brandy | 6/29/2019 | Assoc Dir, Quality Assurance | BCHC FY20 Program Income | FT Professionals | \$65,034 |
| Craven | Jo | 6/30/2019 | Director, KYCID, Interim | KY Center for Instructional Disc | FT Professionals | \$98,536 |
| Dickerson | Ashley | 5/10/2019 | Sr Programmer Analyst | UTC Title IV-E Admin Supp-PCP | FT Professionals | \$55,994 |
| Gaines | Clifton | 6/14/2019 | Assoc Head Coach | Basketball-Men | FT Professionals | \$85,000 |
| Head | Misty | 6/30/2019 | Area Coord Cntr Instr Discp | KYCID FY19 | FT Professionals | \$60,661 |
| Hernandez | Lisa | 6/29/2019 | Mental Health Mgr | BCHC FY20 Program Income | FT Professionals | \$66,880 |
| Hurt | Richard | 6/30/2019 | Supvisr, Electrical Shop | Maintenance, Electrical Shop | FT Professionals | \$65,804 |
| Hutchinson | Wilmar | 7/31/2019 | Assoc Dir, Development | Page 92 Development | FT Professionals | \$47,476 |

Terminations May - July 2019

| <u>Last Name</u> | <u>First Name</u> | <u>Term Date</u> | <u>Position Title</u> | <u>Department</u> | <u>Category</u> | <u>Annual Salary</u> |
|-------------------------|--------------------------|-------------------------|--------------------------------|-------------------------------------|------------------------|-----------------------------|
| Jones | Dalvin | 7/25/2019 | Equipment Coordinator | Football | FT Professionals | \$30,000 |
| Karasala | Siva Krishna | 5/17/2019 | Programmer Analyst | Institutional Effectiveness & Rsch | FT Professionals | \$47,559 |
| Little | Lisa | 6/29/2019 | Front Office Manager | BCHC FY20 Program Income | FT Professionals | \$48,558 |
| Mendenhall | Lisa | 6/28/2019 | Asst Dir, Res Life, LLC & Retn | University Housing | FT Professionals | \$47,476 |
| Miesmer | Jessica | 7/18/2019 | Assoc Dir, Conf & Evnts | Conferencing & Events Admin | FT Professionals | \$48,318 |
| Miller | Lawrence | 6/30/2019 | Chemical Storage Manager | Dean-College of Science | FT Professionals | \$49,376 |
| Mink | Ronald | 7/31/2019 | Assoc Director | Facilities Administration | FT Professionals | \$84,050 |
| Morris | Brett | 5/31/2019 | Exec Dir, Enrollment Mgmt | Enrollment Management | FT Professionals | \$100,332 |
| Mullins | Rhonda | 6/29/2019 | Quality Analyst | BCHC FY20 Program Income | FT Professionals | \$50,618 |
| Nesbitt | Patrese | 6/28/2019 | Hlth Services Manager | Student Health Services | FT Professionals | \$44,462 |
| Ott | Chase | 7/15/2019 | Sr Networking Engineer | Information Tech-Administration | FT Professionals | \$47,476 |
| Parrish | Rebecca | 5/15/2019 | Asst Director of Admissions | Admissions | FT Professionals | \$42,648 |
| Pearl | Chris | 7/31/2019 | Assoc Director | Facilities Administration | FT Professionals | \$75,987 |
| Perkins | Jennifer | 5/31/2019 | Instructional Designer | Office of e-Campus Learning | FT Professionals | \$59,096 |
| Perry | John | 6/29/2019 | Technology Specialist | BCHC FY20 Program Income | FT Professionals | \$58,023 |
| Potter | Emily | 5/31/2019 | HR Consultant | Human Resources | FT Professionals | \$58,023 |
| Reiber | Matthias | 7/22/2019 | Associate Athletic Trainer | Athletic Training | FT Professionals | \$40,172 |
| Rhodes | William | 7/22/2019 | Asst Dir, Environ Hlth & Sfty | Environmental Health Safety | FT Professionals | \$74,406 |
| Rice | Nathan | 6/28/2019 | Assoc Dir, Admiss Operation | Admissions | FT Professionals | \$53,000 |
| Roberts | Christina | 5/31/2019 | Head Basketball Coach | Basketball-Women | FT Professionals | \$115,611 |
| Rucker | Evelyn | 5/17/2019 | Resdnce Hall Coordinator | University Housing | FT Professionals | \$33,000 |
| Ryan | Jacob | 6/28/2019 | Dir of Sports Medicine | Athletic Training | FT Professionals | \$55,394 |
| Snider | Ronald | 7/31/2019 | Lead Project Manager | Facilities Management | FT Professionals | \$64,835 |
| Thompson | Olivia | 5/6/2019 | Project Coordinator | EKU Student Child Care Program | FT Professionals | \$55,000 |
| Tussey | Richard | 7/31/2019 | Dir, Printing & Mail Svcs | Printing Services | FT Professionals | \$84,730 |
| Watts | Robert | 6/30/2019 | Manager | Natural Areas | FT Professionals | \$53,045 |
| Weckman | Timothy | 6/30/2019 | Admin & Fac Coordinator | Biological Sciences | FT Professionals | \$53,625 |
| Westerfield | Darian | 7/26/2019 | Asst Ath Dir, Development | Development | FT Professionals | \$56,000 |
| Westerman | Christopher | 6/29/2019 | Clncl Behv/Mntl Hlth Prctnr | BCHC FY20 Program Income | FT Professionals | \$54,352 |
| Whaley | Stephanie | 6/14/2019 | Dir, Admissions | Admissions | FT Professionals | \$82,000 |
| White | Anthony | 5/20/2019 | Dir, Residence Life | University Housing | FT Professionals | \$72,393 |
| Wilder | Melinda | 7/31/2019 | Dir - Professor | Natural Areas | FT Professionals | \$82,715 |
| Wilson | Kelly | 7/26/2019 | Adult Education Instructor | Adult Ed FY19 - Madison Cty | FT Professionals | \$32,000 |
| Wilson | Debra | 6/29/2019 | Clncl Beh/Mntl Hlth Practnr | BCHC FY20 Program Income | FT Professionals | \$58,981 |
| Yonker | Jolissa | 6/4/2019 | Resdnce Hall Coordinator | University Housing | FT Professionals | \$33,010 |
| Dent | Delinda | 7/15/2019 | Library Faculty Award | Libraries | PT Faculty | \$1,000 |
| Kipp | Susan | 5/31/2019 | Retired Transition Faculty | Applied Human Sciences | PT Faculty | \$32,360 |
| Patrick | Carol | 5/31/2019 | Retired Transition Faculty | Applied Human Sciences | PT Faculty | \$31,407 |
| Pratt | Bruce | 5/31/2019 | Retired Transition Faculty | Agriculture | PT Faculty | \$30,621 |
| Araque Moreno | Luz | 5/4/2019 | Intake Clerk I, PT | BCHC FY20 Program Income | PT Hourly Staff | \$339 |
| Brown | Lea | 6/30/2019 | Area Coordinator, KYCID | KYCID FY19 | PT Hourly Staff | \$780 |
| Browning | William | 6/30/2019 | Engineer, WEKU | WEKU Community Service Grant FY18 | PT Hourly Staff | \$33,280 |
| Case | Phyllis | 6/30/2019 | Area Coordinator, KYCID PT | KYCID FY19 | PT Hourly Staff | \$780 |
| Harlow | Aaron | 7/27/2019 | Excel Specialist, Temp | Regional Steward-Unrestr Infrastruc | PT Hourly Staff | \$260 |
| Hayes | Philip | 6/30/2019 | Broadcast Technician | WEKU Public Radio | PT Hourly Staff | \$468 |
| Hodge | Anne | 7/15/2019 | Adoption Specialist | UTC Adoption Incentive | PT Hourly Staff | \$582 |
| Sauber | Deborah | 6/30/2019 | Area Coordinator, KYCID PT | KYCID FY19 | PT Hourly Staff | \$780 |
| Tomes | Crystala | 6/30/2019 | Area Coordinator, KYCID PT | KYCID FY19 | PT Hourly Staff | \$780 |
| Whitley | Ellen | 6/30/2019 | Project Assistant, KYCID | KYCID FY19 | PT Hourly Staff | \$476 |
| Adkins | Harley | 5/15/2019 | KY Ready Corps Member | KY READY Corps FY19 | PT Professionals | \$167 |
| Brooks | Bolen | 5/31/2019 | Model Substitutes | Model Laboratory School | PT Professionals | \$0 |
| Crist | Rebecca | 5/31/2019 | Model Substitutes | Model Laboratory School | PT Professionals | \$0 |
| Lawson | James | 6/30/2019 | Instructor | Dean-Justice & Safety | PT Professionals | \$2,100 |
| Sizemore | Stanley | 7/15/2019 | Staff Physician, Clinical | BCHC FY20 Program Income | PT Professionals | \$0 |
| Traylor | Brian | 5/31/2019 | Model Substitutes | Model Laboratory School | PT Professionals | \$0 |
| Zimmermann | Andrea | 7/15/2019 | Nurse Practitioner Clinc Fac | BCHC FY20 Program Income | PT Professionals | \$0 |