



AGENDA

EASTERN KENTUCKY UNIVERSITY
BOARD OF REGENTS

QUARTERLY MEETING

September 23, 2021

EKU

AGENDA

**Eastern Kentucky University
Board of Regents**

Quarterly Meeting

September 23, 2021

Eastern Kentucky University
Board of Regents

Quarterly Meeting
Via Video Teleconference

September 23, 2021
10:00 A.M.

Primary Physical Location: Powell 219
Eastern Kentucky University

I.	Call to Order	
II.	Information Items	
	A. University Reports	
	1. Student Life/E3 Update (Dr. Dannie Moore).....	2
	2. Student Success & Enrollment Update (Dr. Tanlee Wasson)	
	3. Strategic Planning Update (Dr. David T. McFaddin).....	16
	4. Department of Athletics Update (Matt Roan, J.D.)	
	5. Financial Update (Barry Poynter)	24
	B. Additional Reports to the Board	
	1. Written Reports;	
	a. Faculty Senate Update	33
	b. Staff Council Update	34
	c. Student Government Association Update	35
	2. Dr. David T. McFaddin, President	
	3. Lewis Diaz, J.D., Chair of the Board	
III.	Action Items	
	A. Approval of the Minutes for the Full Board Meeting on June 17, 2021, and the Special Meeting of July 26, 2021 (Lewis Diaz, J.D.)	36
	B. Personnel Actions (Dr. David T. McFaddin)	57
	C. Approval of Policy Updates for Model Laboratory School (John Williamson).....	65
	D. Approval of Resolution Renaming the Olympic Sports Training Center (Matt Roan, J.D.)	
IV.	Executive Session	
V.	New Business	
VI.	Adjournment	



Eastern Kentucky University



NOTE: This is a video file that will play during the presentation.

FALL 2021 HIGHLIGHTS



2,529

Freshmen

up 9%



1,044

Transfers

up 11%

12%

increase of in-state
enrollment

NEARLY 20%

increase in-service
region enrollment

UNDERREPRESENTED POPULATIONS:

8.6% ↑

Two or more races

5.4% ↑

Hispanic/Latino

0.0% ↑

Black/African American (no change)

4.6% ↑

Total URM change



Big E Beginnings

Move-In

Residence halls returned to full capacity this fall with over **3,800** students living on campus and nearly **70%** of our freshman class choosing to live and learn on the Campus Beautiful





Big E Welcome



Big E Welcome



NOTE: This is a video file that will play during the presentation.



NOTE: This is a video file that will play during the presentation.





Exceptional Eastern Experience (E3)

Creating a cohesive, inclusive, and engaging student experience through collaboration and strategic scheduling of activities and events across all facets of the University.

NOTE: This
is a video file
that will play
during the
presentation.

Anchor Event Schedule

Saturday of Big E Welcome,
Powell Palooza with Live
Music/DJ, Live Band Karaoke,
Inflatable

August

Fright Nights: Halloween Bash,
Ghost Tour, Haunted House,
Movies in the Ravine, Hoop Fest,
Football Game with Bonfire, Zips
& Zombies

T-Pain Concert

October/November

Comedian as Main Event,
Amateur Comedian Competition
to be Opener, Basketball
Competition (dunk, 3 point
contest)

Pete Davidson

February

Outdoor Interaction Event:
Music Festival, Food Trucks,
Beer Garden

JP Saxe

April

A large crowd of people, mostly in maroon and white, is gathered on a grassy lawn for an outdoor event. In the foreground, a woman in a maroon shirt and black shorts stands at a black podium, and a man in a grey shirt and khaki shorts stands next to her, facing the crowd. The background features green trees and a brick building under a clear blue sky.

2022 Recruitment

- Capitalizing on our successes—E3 & BookSmart
- Back in high schools
- Campus visits & events
- Continuing virtual options
- Advanced communications & engagement
- Targeted recruitment leveraging student relationships

Questions?



www.eku.edu

Experience Excellence 2022-2030

Vision

Eastern Kentucky University will be excellent in all that we choose to do.

Mission

Eastern Kentucky University is the School of Opportunity where everyone belongs. World class faculty and staff create opportunities for personal growth through exceptional experiences, to ensure students realize their fullest potential and achieve excellence. ECU graduates shape the success and vitality of their professions and communities.

Strategic Priorities

Goal 1: Knowledge

Knowledge is at the center of ECU's commitment to serve as the School of Opportunity. From academic teaching and learning to experiential co- and extracurricular activities, ECU strategically advances academic and student success programs that support ECU's diverse learners.

Goal 2: Innovation

Innovative thinking and bold action will elevate and differentiate ECU. Innovation will enhance organizational stewardship, intellectual and creative capacity, and economic vitality within ECU and the communities we serve.

Goal 3: Transformation

ECU is dedicated to transforming lives and communities. ECU's learning environments support intellectual growth, creativity, empowerment, and life-changing experiences by centering access, equity, dignity, respect, and inclusivity.

Guiding Values

Inclusion

Community engagement
Diversity of people and perspectives
Professional growth
Hospitality
Celebration

Trust

Consistency
Effective communication
Accountability
Efficiency
Leadership

EKU Strategic Plan 2022-2030

Experience Excellence

Achieving *Excellence*: Process and Timeline

- Phase 1: Dialogue (Fall 2020)
 - Organize process and evaluate innovative practices
 - Establish guiding tenets, priorities, and timeline
 - Conduct stakeholder listening sessions
- Phase 2: Create (Spring and Summer 2021)
 - Evaluate ECU Mission, Vision, & Guiding Values
 - Analyze results from listening sessions and survey
 - Share proposed Strategic Plan with Board of Regents and President's Cabinet

Vision

Eastern Kentucky University will be excellent in all that we choose to do.

Mission

Eastern Kentucky University is the School of Opportunity where everyone belongs. World class faculty and staff create opportunities for personal growth through exceptional experiences, to ensure students realize their fullest potential and achieve excellence. ECU graduates shape the success and vitality of their professions and communities.

Experience Excellence: Goals

- **Knowledge**
 - Knowledge is at the center of ECU's commitment to serve as the School of Opportunity.
- **Innovation**
 - Innovative thinking and bold action will elevate and differentiate ECU.
- **Transformation**
 - ECU is dedicated to transforming lives and communities.

Experience Excellence: Values

Inclusion

- Community engagement
- Diversity of people and perspectives
- Professional growth
- Hospitality
- Celebration

Trust

- Consistency
- Effective communication
- Accountability
- Efficiency
- Leadership

Achieving *Excellence*: Process and Timeline

- Phase 3: Engage (Fall 2021 and Spring 2022)
 - Distribute proposed Strategic Plan to campus and community
 - Offer feedback avenues via a brief survey and town hall meetings
 - Engage ECU faculty and staff in unit-level planning workshops
- Phase 4: Implement (Fall 2022)
 - Launch and celebrate ECU's 2022 Strategic Plan
 - Implementation, assessment, and reporting processes begin
 - Evaluate via Annual Planning and Progress Reports annually





Eastern Kentucky University

Financial Update

September 23, 2021

Budget to Actual Summary

* Preliminary / Draft - Unaudited

June 30, FY 2020-21	Revenue			Expense			Change in Net Position
	Revised Revenue Budget	Actual Revenue	Percent Realized	Revised Expense Budget	Actual Expense	Percent Realized	
Fund							
Education & General	217,828,565	216,202,787	99.25%	217,918,644	214,226,530	98.31%	1,976,257
Auxiliary	27,914,155	26,273,015	94.12%	27,914,155	27,095,310	97.07%	(822,296)
Total	245,742,720	242,475,802	98.67%	245,832,799	241,321,841	98.17%	1,153,961
June 30, FY 2019-20	Revenue			Expense			Change in Net Position
	Revised Revenue Budget	Actual Revenue	Percent Realized	Revised Expense Budget	Actual Expense	Percent Realized	
Fund							
Education & General	232,876,335	229,293,997	98.46%	241,684,031	215,515,656	89.17%	13,778,341
Auxiliary	28,738,284	23,947,017	83.33%	28,738,284	27,072,539	94.20%	(3,125,522)
Total	261,614,619	253,241,014	96.80%	270,422,315	242,588,195	89.71%	10,652,819

Budget to Actual Summary with HEERF

** Preliminary / Draft - Unaudited*

June 30, FY 2020-21	Revenue			Expense			Change in Net Position
	Revised Revenue Budget	Actual Revenue	Percent Realized	Revised Expense Budget	Actual Expense	Percent Realized	
Fund							
Subtotal Operations	<u>245,742,720</u>	<u>242,475,802</u>	98.67%	<u>245,832,799</u>	<u>241,321,841</u>	98.17%	<u>1,153,961</u>
Federal HEERF Support		<u>12,130,849</u>					<u>12,130,849</u>
Total	<u>245,742,720</u>	<u>254,606,651</u>		<u>245,832,799</u>	<u>241,321,841</u>		<u>13,284,810</u>
June 30, FY 2019-20	Revenue			Expense			Change in Net Position
	Revised Revenue Budget	Actual Revenue	Percent Realized	Revised Expense Budget	Actual Expense	Percent Realized	
Fund							
Total	<u>261,614,619</u>	<u>253,241,014</u>	96.80%	<u>270,422,315</u>	<u>242,588,195</u>	89.71%	<u>10,652,819</u>

E & G Revenue by Classification

** Preliminary / Draft - Unaudited*

Revenue Source	FY 2020-21			FY 2019-20		
	Revised Budget	Actual	Percent Realized	Revised Budget	Actual	Percent Realized
Tuition & Class Fees	137,308,919	140,267,311	102.15%	152,118,641	149,382,967	98.20%
State Appropriations	64,219,300	63,902,300	99.51%	63,753,600	63,753,600	100.00%
Government Grants & Contracts	2,913,963	1,827,084	62.70%	5,315,912	4,828,046	90.82%
Private Gifts, Grants & Contracts	869,161	937,444	107.86%	1,309,400	1,337,350	102.13%
Educational Sales & Services	6,371,966	6,036,519	94.74%	5,911,590	5,421,919	91.72%
Other Sources	6,145,256	3,232,130	52.60%	4,467,192	4,570,115	102.30%
Total	217,828,565	216,202,787	99.25%	232,876,335	229,293,997	98.46%

E & G Expense by Classification

** Preliminary / Draft - Unaudited*

Expense Classification	FY 2020-21			FY 2019-20		
	Revised Budget	Actual	Percent Realized	Revised Budget	Actual	Percent Realized
Instruction	85,567,545	79,491,801	92.90%	88,437,210	79,950,320	90.40%
Research	652,225	231,256	35.46%	652,904	158,408	24.26%
Public Service	2,151,709	1,648,766	76.63%	3,307,025	2,880,530	87.10%
Academic Support & Libraries	25,711,055	23,835,492	92.71%	25,754,299	24,236,467	94.11%
Student Services	18,344,440	17,463,741	95.20%	18,794,394	17,493,317	93.08%
Institutional Support	22,351,690	29,329,052	131.22%	41,786,142	28,667,017	68.60%
Operation & Maintenance of Plant	24,501,053	21,522,502	87.84%	24,958,529	22,004,958	88.17%
Scholarships & Fellowships	38,638,927	40,703,921	105.34%	37,993,528	40,124,640	105.61%
Total	217,918,644	214,226,530	98.31%	241,684,031	215,515,656	89.17%

Budget to Actual Summary – Auxiliary

* Preliminary / Draft - Unaudited

June 30, FY 2020-21	Revenue			Expense			Change in Net Position
	Auxiliary Unit	Revised Revenue	Actual	Percent Realized	Revised Expense	Actual	
Adams Tennis Center	67,000	51,336	76.62%	67,000	60,048	89.62%	(8,712)
Airport FBO	590,000	608,067	103.06%	590,000	555,629	94.17%	52,438
Campus Recreation Center	1,443,850	1,235,813	85.59%	1,443,850	1,239,943	85.88%	(4,129)
Center for the Arts	-	85,157	0.00%	-	259,051	0.00%	(173,894)
Community Education	263,000	250,222	95.14%	263,000	280,388	106.61%	(30,166)
Eastern Progress	25,630	617	2.41%	25,630	11,940	46.59%	(11,323)
Facilitation Center	172,816	180,553	104.48%	172,816	171,929	99.49%	8,624
Housing	19,054,833	19,567,097	102.69%	19,054,833	19,114,380	100.31%	452,717
OSHA Training Center	328,000	430,539	131.26%	328,000	269,682	82.22%	160,857
Parking Operations	2,273,571	1,379,005	60.65%	2,273,571	1,901,717	83.64%	(522,712)
Printing Services	865,000	617,701	71.41%	865,000	868,179	100.37%	(250,478)
University Club at Arlington	1,680,000	1,499,372	89.25%	1,680,000	1,494,838	88.98%	4,533
WEKU Public Radio	1,026,510	344,245	33.54%	1,026,510	740,671	72.15%	(396,427)
White Hall State Historic Site	123,945	23,291	18.79%	123,945	126,915	102.40%	(103,623)
Total	27,914,155	26,273,015	94.12%	27,914,155	27,095,310	97.07%	(822,296)

Budget to Actual Summary – Auxiliary

* Preliminary / Draft - Unaudited

June 30, FY 2019-20	Revenue			Expense			Change in Net Position
	Revised Revenue Budget	Actual	Percent Realized	Revised Expense Budget	Actual	Percent Realized	
Auxiliary Unit							
Adams Tennis Center	67,000	63,519	0.00%	67,000	49,421	0.00%	14,098
Airport FBO	470,099	446,465	94.97%	470,099	448,182	95.34%	(1,717)
Campus Recreation Center	1,699,000	1,424,602	83.85%	1,699,000	1,055,588	62.13%	369,014
Center for the Arts	2,513,279	1,428,506	56.84%	2,513,279	2,072,712	82.47%	(644,206)
Community Education	-	-		-	-		-
Eastern Progress	-	-		-	-		-
Facilitation Center	-	-		-	-		-
Housing	19,669,406	16,347,638	83.11%	19,669,406	19,636,117	99.83%	(3,288,479)
OSHA Training Center	-	-		-	-		-
Parking Operations	1,699,500	1,802,707	106.07%	1,699,500	1,413,132	83.15%	389,575
Printing Services	850,000	835,050	98.24%	850,000	776,926	91.40%	58,124
University Club at Arlington	1,680,000	1,510,787	89.93%	1,680,000	1,473,395	87.70%	37,392
WEKU Public Radio	-	-		-	-		-
White Hall State Historic Site	90,000	87,743	0.00%	90,000	147,066	0.00%	(59,323)
Total	28,738,284	23,947,017	83.33%	28,738,284	27,072,539	94.20%	(3,125,522)

* These units were not considered an auxiliary in FY 2019-20.

Actual Performance Comparison - Auxiliary

<i>Preliminary / Draft - Unaudited</i>		Change in Net Position	
		June 30,	
Auxiliary Unit	FY 2020-21	FY 2019-20	Variance
Adams Tennis Center	(8,712)	14,098	(22,810)
Airport FBO	52,438	(1,717)	54,155
Campus Recreation Center	(4,129)	369,014	(373,143)
Center for the Arts	(173,894)	(644,206)	470,312
Community Education	(30,166)	-	-
Eastern Progress	(11,323)	-	-
Facilitation Center	8,624	-	-
Housing	452,717	(3,288,479)	3,741,196
OSHA Training Center	160,857	-	-
Parking Operations	(522,712)	389,575	(912,287)
Printing Services	(250,478)	58,124	(308,602)
University Club at Arlington	4,533	37,392	(32,859)
WEKU Public Radio	(396,427)	-	-
White Hall State Historic Site	(103,623)	(59,323)	(44,300)
Total	(822,296)	(3,125,522)	

* These units were not considered an auxiliary in FY 2019-20.

Questions?



www.eku.edu



Senate Chair Report to the Board of Regents

September 8, 2021

Over the summer I've spent a good bit of time working and re-working proposed Standing Committee Charges, asking Exec Committee members to be liaisons to various committees, working on moving Senate meetings to Keen Johnson Grand Ballroom with 4' Spacing, and securing the return of refreshments at 3PM prior to Senate meetings from President McFaddin. The big question will be the evolving impact of COVID on face-to-face meetings.

At its first meeting on August 30, 2021, the Senate Executive Committee approved all the Standing Committee charges, which have now been distributed. One of the charges to the Rules Committee is to begin the process of removing administrators from Senate membership, in keeping with common practices at most other institutions. They will, however, be regularly invited guests to give reports and answer questions and may still serve as ex officio, non-voting members of committees. The Standing Committees are in the process of meeting to elect chairs and set their meeting schedules so that they may be publicized according to statute.

I've worked with Vice Chair Lisa Kay and Faculty Regent Jason Marion to establish a regular "problem solver's" meeting once a month with Provost Zeigler. There have been 3 such meetings already and many concerns have been discussed and progress is being made. We appreciate the Provost's willingness to address the concerns we've shared.

The full Senate will have had its first meeting on September 13th and if there is more to report following that meeting I will be happy to share that in person. The Executive Committee is ready to handle the faculty portion of the evaluation of the President when surveys are completed next month.

Sincerely,

A handwritten signature in blue ink that reads "Richard A. Crosby". The signature is fluid and cursive, with the first name "Richard" and last name "Crosby" clearly legible.

Richard A. Crosby, D.M.A.
Professor of Music
EKU Foundation Professor
Chair of Faculty Senate

Faculty Senate

Staff Council Report for the Board of Regents 9/23/2021

Chair Diaz, members of the Board and President McFaddin, I provide you this written report on the work of Staff Council since the last Board of Regents Meeting.

At our June meeting, Staff Council held officer elections. Our executive team is now comprised of myself as Chair, Ms. Ashley Thacker, Vice Chair, Mr. Grant Stepp, Treasurer, Ms. Lindsay Carter, Secretary and Ms. Stephanie King, Communication Chair. In addition to our officers, the executive committee also includes the chairs of our subcommittees and our Staff Regent.

As you are aware, Staff Council increased our membership through bylaw changes last year. We currently have seven vacant seats and hope to fill those vacancies when Staff Council elections are held this November.

Our proposed calendar of events has been approved and the programming committee is hard at work planning the various activities, professional development, and networking opportunities to benefit our employees. Staff Council will be participating in Homecoming festivities as we have in the past and will be hosting a breakfast with President McFaddin in October to name a few of the upcoming programs. As plans finalize for additional activities that Staff Council will host, we hope that members of the board will join as time permits.

We're excited to get the semester going, to get back in the swing of things, and we look forward to offering various initiatives that best help our wonderful staff.

Thank you, Chair Diaz, members of the board, and President McFaddin, for allowing Staff Council to provide you with this written update.

Respectfully submitted.

Caelin Scott, Chair of Staff Council.

August 30, 2021

Hello, my name is Jenna Grace Smith, and I have the great honor and privilege of serving as Eastern Kentucky University's 66th Student Body President.

It has truly been the honor of a lifetime to serve in this capacity. Last March, I had no idea what kind of opportunities were before me, but I continue to be thankful to the students who elected me for these opportunities and am so proud of my team for the way SGA is taking advantage of them with me and leading change at Eastern.

Although the semester is just getting started, our organization already has so much to be proud of. On September 7th, the student body elected 8 new senators to represent them. Student representation continues to be a priority for our organization, and our members recognize the honor it is to represent their peers and this prestigious university. Our Campus Activities Board has seen record breaking numbers in attendance and has also experienced profound growth in membership under the administration of Jacob Wever, the Vice President of Campus Activities. Student Government is proud to be working with the Exceptional Eastern Experience team this year to provide students with the best student experience possible. E3 has allowed collaboration with SGA, and we are so excited for the remainder of the year and all that is in store for the students.

The executive branch, directors, members, and I are full of hope and new ideas that we cannot wait to get started on. One specific undertaking that the whole organization is onboarding to is Mental Health Week that will be hosted in the Spring semester. We expect this to be a campus wide collaboration and already have several events for this week in the works.

I do not have much more to report on today, but I am confident that the next time I stand in front of the board, I will have quite a bit to say about the work that is being done in our student government.

With that, I will take any questions or thoughts that the Board might have.

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

June 17, 2021

9 a.m.

**Stage, ECU Center for the Arts
(Primary Physical Location)**

Call to Order

A regular quarterly meeting of Eastern Kentucky University Board of Regents was called to order by Mr. Lewis Diaz, Chair of the Board, on June 17, 2021, at 9:01 a.m. at the ECU Center for the Arts, with one Board member participating via video teleconference. University Counsel, Dana Fohl, established that a quorum was established.

Present

Mr. Lewis Diaz
Mr. Alan Long
Mr. Eyouel Mekonnen
Dr. Jason Marion
Mr. Juan Castro
Ms. Laura Babbage
Ms. Nancy Collins
Mr. Philip Gump
Mr. Mike Eaves
Ms. Lynn Taylor Tye
Mr. Vasu Vasudevan (via video teleconference)

Absent

None

Others Present

Dr. David T. McFaddin, President
Mr. Barry Poynter, Senior Vice President for Finance and Administration
Dr. Bethany Miller, Senior Director of Institutional Effectiveness and Research
Ms. Betina Gardner, Vice President for University Development and Alumni Engagement,
Executive Director of ECU Foundation
Ms. Dana Fohl, University Counsel
Dr. Bryan Makinen, Associate VP, Facilities & Safety
Mr. Doug Cornett, Assistant Vice President of Communications & Brand Management
Ms. Haley Norberg, J.D., Director of Policy Development
Dr. Jerry Pogatschnik, Executive President for Academics and Provost
Mr. Matt Roan, Vice President and Director of Athletics

Dr. Ryan Wilson, Executive Director of the Office of the President
Ms. Tanlee Wasson, Vice President for Student Success and Enrollment Management
Ms. Loni Yost, Executive Director for Student Life and First Year Experience
Dr. Tom Martin, Associate Provost for Research & Economic Development

Information Items

A. University Reports

1. Pete Ugo and Regent Long, Audit Plan by Crowe Horwath, LLP

Mr. Pete Ugo, Partner at Crowe LLP, gave a brief presentation regarding the upcoming year-end audit, which detailed, amongst other things, the audit practices and deadlines for fiscal year 2021, a copy of which is incorporated herein and will be included with the official copy of the minutes. Regent Long noted his satisfaction with the audit plan as presented.

2. Matt Roan, Department of Athletics Update

Matt Roan, Vice President and Director of Athletics, updated the Board about the many accomplishments in athletics during the spring 2021 semester and expectations and goals for the upcoming fall semester, a copy of which is incorporated herein and will be included with the official copy of the minutes.

Chair Diaz, President McFaddin, and Director Roan noted that there is a 110% increase in market in the cities where the athletic teams will compete under the ASUN. President McFaddin and Regent Babbage commended Director Roan on his management of athletics at ECU. Regent Castro asked for updates on the basketball team, soccer facility, and marching band. Regent Collins commended the student athletes for their impressive academic achievements.

3. Dr. Tanlee Wasson, Dr. Dannie Moore, and Matt Roan, Exceptional Eastern Experience Update

Dr. Tanlee Wasson, Vice President of Student Success and Institutional Effectiveness, and Ms. Loni Yost, Executive Director for Student Life and First Year Experience, and MR. Matt Roan, Vice President and Director of Athletics, updated the Board on enrollment, recruitment, retention, and engagement activities on campus, a copy of which is incorporated herein and will be included with the official copy of the minutes.

Regent Babbage applauded the efforts of the university and Student Success for making it easier for students to receive answers to their questions for a successful experience. Regent Marion followed up by asking if the University was adequately staffed and equipped to respond efficiently for retention and recruitment needs on campus. The President noted that the University is doing everything in its power to be responsive, grow, and increase in excellence. Chair Diaz noted that what ECU may lack in quantity, it more than makes up for in quality. Regent Mekonnen noted the importance of using students for recruitment purposes both in his own life and generally for the

University. Dr. Wasson noted there are plans to increase the number of student recruiters in high schools in the coming years.

4. Barry Poynter, Financial Update

Barry Poynter, Senior Vice President for Finance and Administration, presented a financial update detailing the University's current financial position, a copy of which is incorporated herein and will be included with the official copy of the minutes.

Regent Marion and Regent Castro commended those who had a hand in the crafting of the 2020-2021 budget and its execution.

[At 10:23, the Chair announced a recess. The meeting resumed at 10:42.]

B. Additional Reports to the Board

1. Written Reports

a. Faculty Senate Update

Dr. Richard Crosby, Chair of Faculty Senate, submitted a written report to the Board, a copy of which is incorporated herein and will be included with the official copy of the minutes.

b. Staff Council Update

Dr. Caelin Scott, Chair of Staff Council, submitted a written report to the Board, a copy of which is incorporated herein and will be included with the official copy of the minutes.

c. Student Government Association Update

Mr. Eyouel Mekonnen, President of the Student Government Association, submitted a written report to the Board, a copy of which is incorporated herein and will be included with the official copy of the minutes.

Regent Mekonnen introduced Ms. Jenna Smith and Mr. Ken Nguyen as the new President and Vice President of the Student Government Association.

2. Dr. David T. McFaddin, President

President McFaddin delivered the following report, a copy of which is incorporated herein and will be included with the official copy of the minutes.

Since our last regular board meeting, the landscape of higher education has changed significantly. Access to vaccinations, including a vaccination clinic on our campus, and the complicated and diligent work done by our COVID-19 response team have made planning for a full reopening in the fall possible. In May, we had our first in-person commencement since Dec. 2019. The pandemic will not be forgotten quickly, but the lingering effects will not prevent us from providing an exceptional, in-person University experience for our students, faculty, and staff.

Budget

We have had some challenges in the last few recruitment cycles. We continue to see fewer students overall graduating high school across the nation and in Kentucky. Combine those facts with the impact of a global pandemic and it is not hard to see why we are seeing a significantly delayed and altered recruitment cycle. However, during challenges and chaos there is always opportunity. We have seized this moment to lead the change instead of the change leading us. We have focused on innovation, entrepreneurial opportunities and reinvigorated what it means for ECU to be The School of Opportunity. We have had to be creative and nimble in the budgetary process, and because of those factors, this budget will meet our needs and help us become excellent in all things we choose to do going forward.

We will have a balanced budget as we close this current fiscal year on June 30th. Thoughtful budget reductions, systematic cost controls and strategic investments were all part of how we got to this point today. Looking forward into next year we estimate an increase of about \$2.5 million in traditional revenue and \$1.8 million in eCampus revenue. In addition, two new fees will produce an estimated \$2.6 million in revenue to support essential services and exceptional experiences for our students.

Investments in our **Students**: BookSmart \$5,900,000

Investments in our **Students**: Scholarship Reallocations \$4,900,000

Investments in our **Employees**: Recurring Base Salary Adjustments \$1,700,000

Investments in our **Programs**: eCampus \$1,400,000

Investments in our **Programs**: Student Athletic Opportunities \$1,300,000

Investments in our **Students**: Exceptional Eastern Experiences \$1,100,000

Investments in our **Programs**: Center for STEM Excellence \$406,000

Investments in **Student Services**: Call Center/One-Stop Shop \$360,000

Investments in **Diversity, Equity, and Inclusion:** \$255,000

Investments in our **Employees:** Annual Faculty Promotions \$236,000

This budgeting cycle is unusual. We have one-time monies that are a part of creating a balanced budget. We must understand that the relief funds give us a year to innovate, to invest in success and ultimately find long-term solutions. We will do it by examining cost-effectiveness, student demand for programs, campus logistics, physical plant, and other key areas of campus.

Exceptional Eastern Experience

For the last 18 months, we have made prudent, health-conscious, and responsible decisions to ensure the health, mental health, and wellbeing of our students and employees.

Because of our diligence, we have reached a point where our “NEXT” normal is being realized. We must create new, amazing, student-focused experiences across the school year on our campus. We want to provide opportunities for engagement, entertainment, and mesh together our student-athlete experiences with events where the whole campus can participate. We call this the E3, or Exceptional Eastern Experience.

The plan will include:

- Four anchor events across the academic year enhanced by daily programmed engagement events.
- These events will include live music, comedians, fireside chats, food, educational programming and other high-demand student interaction events
- Wrap around athletic activities: pep rallies, bonfires, live music/DJs, tailgating, and fan buses
- Expanded connector events from campus life, rec center, music and theatre performances, and the Center for the Arts

Dean Searches

The College of Letters, Arts and Social Sciences continues to interview candidates.

The College of Business had many applicants, and we plan to select a number of semi-finalists during the first week of June. We'll host the finalists the week of June 21, with an August 1 hire date goal.

The College of Justice and Safety has gotten a leadership profile developed and plans recruitment through summer. We'll get a pool of applicants in the fall and plan a December hire date goal.

New Programs

We must assess the demands of the job market, the students, and provide opportunities for programmatic advancement and enhancement as dynamics rapidly change. We are offering four new degrees and several new certificates to meet the demand for higher education in growing fields. This fall we will be offering the following new degrees and certificates:

- B.S. in Global Hospitality
- B.S. in Family and Consumer Sciences (Teaching)
- M.S. in Instructional Design and Learning Technology
- Online MBA
- Certificates in Gastronomic (Food) Tourism, Sustainable Hospitality, and Banking and Financial Services

New Projects

As we continue to assess the programmatic changes necessary to serve the needs of the student population, we must also assess the physical plant to ensure we're offering the best possible ECU student experience. We plan a number of upgrades and improvements across our campus, including classroom improvements that will focus on spaces where our first and second-year students most often have class such as the Wallace Building, and others too. We plan to modernize the Giles Gallery as a laboratory space for student and professional art exhibitions, with a renewed focus on arts-related projects and events. We plan an expansion of the Psychology Clinic space with the goal of becoming a regional leader in the mental and behavioral health sectors. This will include collaboration with the ECU Counseling Center and across colleges. We also plan to complete the reorganization of our colleges and plan a feasibility study for ECU to have its own School of Engineering.

2021 Legislative Session

The 2021 legislative session was a success in several areas for the University, with several "pro-Eastern" bills passing, helping us in our budgetary pursuits, providing us partial ownership and voting rights in the Central Kentucky Airport, performance funding and major concessions in our

contribution to the Kentucky Employee Retirement System (KERS), with a subsidy in year one of Eastern's recalculated KERS obligation.

The airport legislation will allow us to begin a construction project for the Aviation program at the Central Kentucky Airport.

Community Projects

Construction at the Central Kentucky Airport is awaiting water and sewer infrastructure upgrades but will give EKV Aviation a space to call its own at the airport, which will significantly increase the ability to deliver world-class instruction and is another benefit of having an ownership stake in the airport.

The Historic Homes Working Group has had several meetings now with key community stakeholders and has seen significant progress made at the J. Stone Walker House on Lancaster Ave. Inspections of the Walker House show it's in moderate disrepair, but also show no significant structural damage, solid bones and enough structural integrity that the property can be considered for some strategic partnership opportunities.

The next phase of the project is complex, but very exciting. The group is actively working with local leaders, private citizens, and historic-minded organizations and individuals to come up with ideas on financing, executing, and perpetuating the best and highest use for the historic property and some others. In addition, the group is working toward improving some of the other properties the University owns with beautification projects on Oak Street.

Inclusive Excellence

Eastern Kentucky University has approved a newly created inclusive excellence statement that reflects where we stand as a University on equity and inclusion. It will be added to EKV student recruitment materials, job postings, and will be available for everyone to use on their websites.

Eastern Kentucky University (EKU), is deeply committed to enriching diversity, equity, and inclusion through ongoing efforts to cultivate a sense of belonging for all EKV community members. Diversity, equity, and inclusion are more than meeting a numerical goal at EKV. It is fundamental to our mission as a school of opportunity. We will strive to provide an inclusive

academic curriculum, promote equity and access in recruitment and retention, and develop meaningful partnerships with our diverse region. As an institution of higher education, we are committed to engaging in dialogues that lead to responsible action to thoughtfully address the changing realities of our diverse and global world.

On that note, our Council on Postsecondary Diversity Report has improved dramatically since our last score of 16 out of 36 in 2018-2019. Our 2019-2020 score is 32 out of 36. We received scores of 14/18 on quantitative measures and 18/18 on qualitative measures. That score was tied for most of any four-year institution. It's my goal to build upon these successes as we work to make EKU the most diverse, equitable, inclusive, welcoming, and safest institution in the Commonwealth.

Creating our "Next" Normal

With adversity and challenge comes opportunities for growth, reassessment, and change. In the first year of my presidency, we made an emergency move to online classes, and instituted a number of health and safety measures, and saw our normal operations altered in unimaginable ways. We are now entering the other side of that time and now is the opportunity to chart our course as an institution moving forward. On July 1st we will take a major step in that direction as we join the ASUN Athletic Conference as a full member with all the rights and privileges of membership. This move forward will put our institution in some of the fastest growing markets in the nation, enhance our opportunities for students, fans and our community and it will reconnect us with over 100,000 living alumni who live and work in this newly formed footprint. We seek to do all things from a position of strength and we absolutely "Expect to Win" in all things we do. As we move forward into what is next, our watchword and true north will be: EXCELLENCE. EKU will be excellent in everything we choose to do. It's an exciting time to be a Colonel, and I look forward to creating the next great chapter in Eastern Kentucky University history together with you. Go Big E!

Regent Castro noted that EKU has chosen to invest in veterans' affairs. Regent Gump thanked the President for his commitment to salary increases and noted that all full-time employees can expect a one-thousand-dollar base increase beginning in July 2021. Regent Babbage expressed her thanks to the President for his continued efforts to improve the Eastern Experience for every member of the EKU community.

3. Mr. Lewis Diaz, Chair of the Board

Chair Lewis Diaz delivered the following report, a copy of which is incorporated herein and will be included with the official copy of the minutes.

First, I thank you for allowing me the privilege of serving as the Chair.

But foremost, I thank every student, faculty, staff, administrator, and board member for your unwavering commitment to ECU. A year ago, we understood that we faced challenges that were unprecedented in modern times. Yet, we also knew that if we stayed focused, we could achieve desirable outcomes in the face of adversity.

Early in the summer of 2020, we invited student athletes back to campus and worked through the NCAA safety protocols that would eventually inform how we would proceed in safely bringing students back our campus and our residence halls.

We worked through weeks of uncertainty to figure out what type of student experience might we offer in the fall? While our peer institutions were quick to cancel student activities and move all learning to on-line, ECU developed a thoughtful comeback plan while also building partnerships with public health agencies, healthcare providers, the Governor's office (including Dr. Stack) all to create the infrastructure needed to preserve many important aspects of ECU's residential student experience during the fall of 2020. Perhaps the most objective evidence of how well we performed is found in our on-campus events. Every week that ECU's Band was able to practice, every week that our now national champion cheerleaders were able to prepare, and our athletics teams were able to compete, inspired confidence that our staff, faculty, and students had the discipline to do the right things to enable us to preserve a residential student experience. As we close the books on the 2020-2021 school year, I look back and marvel at how well ECU performed. I have a tremendous appreciation for everyone that is associated with our school, from the custodian to the cafeteria worker, from the adjunct faculty to the deans, from the health care workers to the contact tracers. You all made it work and you have given us cause to believe that the 2022 school year is going to be outstanding.

As we look forward, we do so with a sense that society is ripe for a renaissance AND we want to be in the middle of it through education, the free flow of ideas, the exchange of thoughtful debate,

the pursuit of innovation and entrepreneurialism and the creation of unique experiences that distinguish ECU from its peers.

As the year went on, our team found new and creative ways to preserve college affordability.

- Last summer, upon the unanimous recommendation of the presidential search committee we selected Dr. McFaddin as ECU's President.
- Selection of a first-ever Vice President of Diversity, Equity, and Inclusion
- Critical contributions of ECU students and graduates who battled the pandemic on the front lines
- Implementation of a health first plan allowing us to open doors for limited face to face instruction during the pandemic as soon as possible to facilitate learning for our students
- Launched several initiatives to help keep an ECU education affordable including new scholarships and the BookSmart program
- Formation of new college structures including the College of Business and College of Science (STEM)
- Outstanding student achievement including a Rhodes scholarship finalist, and a Goldwater Scholarship winner.
- Dr. Myra Beth Bundy and Dr. Jennifer Spock named foundation professors.
- The framework for a new strategic plan is established.
- An extremely successful giving day that surpassed goals and saw donations rolling in from Florida to California.
- Partnerships with businesses that will offer educational options for their employees via online learning from ECU
- Establishment of new online program offerings
- Distribution of federal relief funds that provide our students much-needed money for expenses related to continuing their education during the pandemic
- Sound financial stewardship of one-time COVID-19 relief funds that have supported operations at the university critical to student success
- Successful athletics seasons include an OVC championship for our softball team, multiple winners and records for cross country and track, an outstanding basketball

season for both men and women, Opportunity Bowl victory for football, and the inaugural season of beach volleyball.

- Upgrading our campus infrastructure including technology enhancements and improvements in our facilities to encourage learning.

Together, we will endeavor to emerge energetic for Eastern, and we must recognize the effort and dedication you have displayed during the past year. It will fuel us into the future. The strength of this campus's resolve to persevere in the face of a global pandemic, historic social change, and a host of direct impacts on higher education sets a precedent for flexibility, grit, and compassion. It is a valuable benchmark to reference as we face future challenges.

While endurance and perseverance are hallmarks of our journey, don't forget that we also innovate and excel.

Students

Our students care about their health, the health of their peers, and learning. Your flexibility and commitment to your education are proof that to Colonels, degree attainment is a priority. The challenges you have endured here will translate to your ability to perform in your careers in the future. You are resilient, optimistic, and inspirational.

Faculty

It is undeniable that our faculty's ability to pivot quickly and adapt in the name of learning deserves our admiration and thanks during the past year. In addition, your passion for students' education, mental and physical health confirms that ECU faculty are second to none. You are exceptional, and our students deserve nothing less.

Staff

Your contributions to our success do not go unnoticed. It is hard not to notice your passionate service for our students and the entire campus. During nearly the past 16 months, ECU has never closed. ECU provided essential services because you "masked up" and focused unselfishly on helping others. Thank you.

Alumni

When the chips are down, our alumni always step up. Your support for your alma mater is critical in providing our students and institution the opportunities to operate during challenging times. From the SAFE student fund to a record-breaking Giving Day, you are there when we sound the horn. It instills confidence in our daily walk knowing that we have your support.

Accomplishments

The beauty of each of the groups mentioned above is what we can accomplish when we work together. Remote instruction and learning are not possible alone. From measuring every classroom on our campus, adapting the curriculum to an online format, and providing our student-athletes with a platform to compete, all aspects of the university's operation were a team effort. I had the privilege to witness the culmination of that work at our in-person graduation ceremony in May. Of course, it is always special to see the conferring of degrees. But, considering all that we have endured, it was significant this time. I also believe that the ceremony signaled our progression into the coming years.

We must retain the valuable lessons we have learned during the past year and apply them to benefit us moving ahead. We already see positive evidence through the E3 Exceptional Student Experience initiative. Also, the enhanced use of technology helps our campus learn and work and holds many advantages that we may not have realized until now.

Future Opportunities

We have an opportunity to reach even higher in the coming months. The efforts we make for students, parents, employees, alumni, and constituents in the upcoming fall semester will leave a lasting impression about ECU post-pandemic. People will be watching, and I am optimistic they will see a campus that cares about its students and employees with a focus on their success and the institution's future. It will be a critical time in our history, and I can't think of a better team to achieve new heights and contribute a chapter to the rich story of Eastern Kentucky University. Now more than ever, expect to win.

Action Items

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

A. Approval of the Minutes for the Full Board Meeting on March 4, 2021 and Special Meeting of May 3, 2021

A motion was made by Regent Babbage to approve the minutes for the March 4, 2021 meeting and Special Meeting of May 3, 2021. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

B. Approval of Audit Plan

A motion was made by Regent Collins to approve audit plan as presented earlier in the meeting. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

C. Personnel Actions

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

D. Approval of Degree Candidates for Spring and Summer 2021

A motion was made by Regent Babbage to approve the Degree Candidates for Spring and Summer 2021. The motion was seconded by Regent Mekonnen. The motion passed unanimously by voice vote.

E. Report from the Council of Academic Affairs

Dr. Pogatshnik gave an informational report from the Council of Academic Affairs and requested approval for a new University Certificate in Banking and Financial Systems and the suspension of the MA Personnel Services in Higher Education and BS Geographic Information Systems programs. A motion was made by Regent Long to approve the instating of the University Certificate in Banking, and the suspension of the MA Personnel Services in Higher Education and BS Geographic Information Systems programs. The motion was seconded by Regent Collins. The motion passed by voice vote.

In addition, Dr. Pogatshnik brought to the attention of the Board as information items, the reinstatement of the Bachelor of Science degree in Family & Consumers Science (Teaching). The program was suspended approximately three years ago but it is believed that there is sufficient demand to reinstate the program. This report includes several reorganizations in Academic units in response to strategic changes that have been made. One being the formation of a STEM (Science, Technology, Engineering & Math) College which requires the migration of what was

formally the College of Business & Technology into the STEM College, and the formation of a stand-alone College of Business.

Regent Long interjected a remark concerning the suspension of the Bachelor of Science degree in Family & Consumers Science a few years back, and at that time, a lot of students entered the program but were not graduating from the program. He inquired how we were going to stop that from happening moving forward. Dr. Pogatshnik indicated that one of the ways to address that issue is to have more faculty involvement as students progress through the program and it will have to be monitored. A motion to approve was made by Regent Collins. The motion was seconded by Regent Long. The motion passed unanimously by voice vote.

Chair Diaz commented to Dr. Pogatshnik regarding the programs brought forth for suspension, revival or inclusion in the curriculum indicating that is the way it is supposed to work. He wants Academic Affairs to know that it is okay to try programs, and if we try and it doesn't work, we must fail fast. We must give it a legitimate shot to succeed, but if it's not working, then suspend it as you have today. He indicated that he is very happy to support the effort and the work that has been done.

F. Recommendations for Promotion and Tenure for 2021-2022

A motion was made by Regent Babbage to approve the candidates for Promotion and Tenure for 2021-2022. The motion was seconded by Regent Collins. The motion passed unanimously by voice vote.

Dr. Pogatshnik took this opportunity, as it is his last board meeting, and wanted to take a moment to express his appreciation to the board for their commitment and service to Eastern Kentucky University.

G. Recommendations for Model Lab Promotion and Tenure for 2021-2022

A motion was made by Regent Tye to approve the candidates for Promotion and Tenure at the Model Lab School for 2021-2022. The motion was seconded by Regent Gump. The motion passed unanimously by voice vote.

H. Policy Updates

A motion was made by Regent Babbage to adopt the slate of policies presented to the Board, including Policy 1.1.1, Policy on Policies & Regulations, Policy 3.2.1, Intellectual Property, Policy 4.1.4, Course Syllabi, Policy 4.3.5, Drop or Withdraw from Courses, and Policy 8.3.2, Nepotism and Amorous Relationships. The motion was seconded by Regent Collins. The motion passed unanimously by voice vote.

I. Approval of Model Lab Policy Updates

A motion was made by Regent Tye to approve updates to the policies at the Model Laboratory School. The motion was seconded by Regent Collins. The motion passed unanimously by voice vote.

J. Proposed Tuition & Fees, Residence Hall, and Dining Rates for 2021-2022

A motion was made by Regent Tye to approve the Tuition & Fees rates for 2021-2022. The motion was seconded by Regent Long. The motion passed unanimously by roll-call vote. A motion was made by Regent Tye to approve the Residence Hall rates for 2021-2022. The motion was seconded by Regent Long. The motion passed unanimously by roll-call vote. A motion was made by Regent Babbage to approve the Dining Rates for 2021-2022. The motion was seconded by Regent Tye. The motion passed unanimously by roll-call vote.

K. Approval of Annual Operating Budget

A motion was made by Regent Tye to approve the 2021-2022 operating budget. The motion was seconded by Regent Long. The motion passed unanimously by roll-call vote.

L. Approval of 2021 Series B Bond Resolution

A motion was made by Regent Babbage to approve a resolution approving the 2021 Series B Bond for housing & residence halls improvement and maintenance a copy of which is incorporated herein and will be included with the official copy of the minutes. The motion was seconded by Regent Tye. The motion passed unanimously by voice vote.

[At 12:01, the Chair announced a recess for lunch. The meeting resumed at 1:08.]

Executive Session

Currently, the board requires closed session for purposes of discussing proposed or pending litigation pursuant to KRS.61.8101c. At this time the Board will entertain a motion pursuant to KRS.815 to adjourn into closed session. No action will be taken in closed session, and the board will entertain a motion to return into regular session upon conclusion of the executive session. A motion to adjourn into executive session was made by Regent Collins. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

Following executive session, Chair Diaz asked for a motion to return into regular session. A motion was made by Regent Castro. The motion was seconded by Regent Collins. The motion passed unanimously by voice vote. For the record, Chair Diaz again explained that no formal action was taken in closed session, and the board went into closed session to discuss matters of potential litigation involving the university. Chair Diaz also stated that Regent Vasu cannot attend the remainder of the meeting, so the teleconference is suspended, Regent Vasu is absent and no longer counted in the quorum of this meeting.

M. SGA Constitutional Amendments

Regent Mekonnen and incoming SGA President Jenna Grace Smith shared several editorial amendments to the Student Government Association Constitution. A motion was made by Regent Castro to approve the SGA Constitutional Amendments. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

N. Approval of Innovation Funds Proposal

Tom Martin provided a brief update regarding the state of current Innovation Fund winners. Dr. Bethany Miller gave a presentation regarding her Innovation Fund proposal: a new One Stop Shop to address student needs on campus, a copy of which is incorporated herein and will be included with the official copy of the minutes. Regent Castro made a motion to approve. The motion was seconded by Regent Babbage. The motion passed by voice vote.

O. Approval of the Madison County Airport Interlocal Agreement

University Counsel, Dana Fohl presented the proposed Madison County Airport Interlocal Agreement, for ECU to become a sitting member of the Madison County Airport Board, a copy of which is incorporated herein and will be included with the official copy of the minutes. A motion was made by Regent Collins to approve the Madison County Airport Interlocal Agreement. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

P. Approval of ECU appointees to the Madison County Airport Board

With the approval of the Madison County Interlocal Agreement, President David McFaddin brought to the board the recommendation of Dr. Tim Ross, Associate Dean for the newly formed college of Science, Technology, Engineering, previously the chair of our Applied Engineering and Aviation program. As well as Mr. Ethan Witt, who represents the University in Government & Community Relations to serve on the board. A motion was made by Regent Babbage to approve the ECU appointees to the Madison County Airport Board. The motion was seconded by Regent Collins. The motion passed unanimously by voice vote.

O. Approval of Resolutions of Recognition

1. Resolution Recognizing Eyuel Mekonnen

A motion was made by Regent Babbage to approve a resolution regarding Eyuel Mekonnen, a copy of which is incorporated herein and will be included with the official copy of the minutes. The motion was seconded by Regent Collins. The motion passed unanimously by voice vote.

2. Resolution Recognizing Lisa Simpson

A motion was made by Chair Diaz to approve a resolution regarding Lisa Simpson, a copy of which is incorporated herein and will be included with the official copy of the minutes. The motion was seconded by Regent Tye. The motion passed unanimously by voice vote.

3. Resolution Recognizing Jerry Pogatshnik

A motion was made by Regent Babbage to approve a resolution regarding Dr. Jerry Pogatshnik, a copy of which is incorporated herein and will be included with the official copy of the minutes. The motion was seconded by Regent Collins. The motion passed unanimously by voice vote.

4. Resolution Recognizing Nancy Collins

A motion was made by Regent Castro to approve a resolution regarding Regent Nancy Collins, a copy of which is incorporated herein and will be included with the official copy of the minutes. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

Swearing in of New Staff Regent

Mr. Jeremiah Duerson was elected by his peers to serve a 3-year term on the ECU Board of Regents as the Staff Regent beginning July 1, 2021. Mr. Duerson was formally administered the oath of office by University Counsel, Dana Fohl, at 2:37pm.

Swearing in of New Student Regent

Ms. Jenna Smith was elected by her peers to serve a 1-year term on the ECU Board of Regents as the Student Regent beginning July 1, 2021. Ms. Smith was formally administered the oath of office by University Counsel, Dana Fohl, at 2:43 pm.

Adjournment

There being no further business, Chair Diaz made a motion to adjourn. The motion passed by voice vote, and the meeting was thereby adjourned at 2:45 p.m.

**Eastern Kentucky University
Board of Regents
Special Meeting Minutes**

July 26, 2021

2:00 p.m.

Via Video Teleconference: Zoom

Public Viewing Link: <https://epresence.eku.edu/bor-meeting>

Call to Order

The special meeting of the Board of Regents was called to order by Lewis Diaz, Chair on July 26, 2021 at 2:02pm with all regents participating via video teleconference. The public was able to view the meeting through a live stream feed and a physical primary location was provided for public viewing in Powell 219.

Chair Diaz welcomed newly sworn in Staff Regent, Jeremiah Duerson and Student Regent Jenna Grace Smith to their first official meeting as Regents

Present

Lewis Diaz, Chair
Laura Babbage
Juan Castro
Mike Eaves
Ms. Dana Fohl, University Counsel
Alan Long, Vice Chair
Dr. Jason Marion, Faculty Regent
David McFaddin, President
Lynn Taylor Tye
Vasu Vasudevan
Ashley Ward
Jeremiah Duerson, Staff Regent
Jenna Grace Smith, Student Regent
Whitney Crowe, J.D. Deputy Counsel

Absent

None

Swearing In

Chair Diaz welcomed newly appointed Regent, Mr. Ashley Ward

Regent Ward was formally administered the oath of office by University Counsel, Dana Fohl

Regent Babbage, being reappointed was formally administered the oath of office by University Counsel, Dana Fohl.

Information Items

Dr. David T. McFaddin, President

President David McFaddin delivered the following report, a copy of which is incorporated herein and will be included with the official copy of the minutes.

EKU will fully reopen for the start of classes for the fall semester in just three weeks, and the sense of anticipation is palpable across campus. Most all of our staff have returned to their offices, and faculty will be back soon after the summer break. In-person meetings, training, tours, and summer camps are once again filling campus spaces, and it almost feels like normal again. As we frequently say with cautious optimism, it is our next “normal”, one that we have worked hard to shape in the most positive way possible.

Among the experiences we are most excited to see return is our Big E Welcome week. Freshman move-in will begin August 11 with a robust schedule of activities to welcome the Class of 2025. You will be receiving an invite this week to participate where your schedule might allow. Our newest students will be the first to pick up their FREE BookSmart textbooks and course materials for all undergraduate classes, and there will be a unique celebration to mark this historic occasion. Another highlight of the Big E Welcome that will return this year is the Welcome Walk. We officially and ceremoniously usher the new freshmen class through our campus entryway at Turner Gate. I invite all of our Board of Regents, faculty, staff, and the local community to gather along Lancaster Avenue for the Welcome Walk that will take place between 4:30-5:00 p.m. on Friday, August 13. This spirited event is an opportunity for us to welcome and congratulate our newest members of the Colonel family. They’ve had an atypical experience as they finished high school and prepared for college. We are grateful that every student found and chose EKU as the School of Opportunity during an unpredictable recruitment cycle. We will hold to our mission and give them an exceptional education focused on excellence in every area.

Exceptional is a word you will hear quite a bit this year, as we introduce the “Exceptional Eastern Experience” that we call “E3”. Beginning with the Big E Welcome, E3 is a year-long lineup of campus activities, including free concerts, DJs, comedians, bonfires, festivals, athletic events, and pep rallies. E3 programming also includes:

- Unique heritage and cultural programs.
- Celebrations.
- Academic enrichment opportunities will feature national guest lecturers.

It will be a unique experience for EKU students, faculty, staff our community and of course our board members. You will be receiving an official E3 calendar in the coming days as your official invitation to join us for these exceptional experiences.

With structured plans and a return to pre-pandemic campus capacity for classes, housing, and events, we are committed to the health and safety of both our ECU family and local community. For example, our COVID-19 task force meets and reviews the latest guidance and information on the infection rate and delta variant from local, state, and federal health officials. We also continue to offer education and encouragement for vaccinations for all who are medically eligible, and ECU will offer vaccine clinics and testing access on campus to our student population. In addition, we are developing incentives to promote student vaccinations further, and maybe a future Colonel will win one of the free scholarships Kentucky is offering in the prize drawing for vaccinated students! As of today, enrollment continues to trend upward with over 400 students enrolling last week. We are solidly on target to hit our budgeted enrollment goals based on this snapshot. The delayed enrollment phenomenon created by the pandemic will have our outstanding enrollment management team and academic affairs leaders working to enroll students all the way up to the add/drop period this fall. A few key successes include across the board increases in underrepresented minority students, increased number of housing contracts, our new freshman class number has eclipsed our targeted goal and is up year over year, in-state, service region and e-campus enrollments are up as well. All of this is possible only through the hard work, determination, and student-first commitment of our ECU team.

Speaking of the ECU team, you should have received an official announcement from my office on Friday, naming Mrs. Colleen Chaney our new Chief of Staff and Chief Communications Officer. We are beyond excited to welcome Colleen to the team starting August 1st, but it comes with parting of one of my dear friends as Doug Cornett retires after 32 years of dedicated service to ECU.

Finally, it wasn't the lottery, but rather a selfless and generous alumna of ECU who gave us a \$2.5 million gift earlier this month. We are forever grateful for the generosity of 1968 graduate Karen Ann Hawkins of Anderson County. Her bequest is the single largest gift in the school's history, and this is excellent news to share as we start the new academic year. Karen Ann passed away last November. Over the last several months we have gathered together with her family and friends to recognize and present her gift, it is clear that she always carried ECU in her heart. Her life and legacy will live on as scholarships. A portion of the gift is reserved for students from Lawrenceburg, her hometown. The first of which has already been awarded for three students in this year's freshmen class.

There are many exciting days ahead, and we can't wait to kick off another year of excellence at ECU.

Following President McFaddin's report, Chair Diaz took the opportunity, on behalf of the board, to thank Doug Cornett, Associate Vice President of Communications and Brand Management for 32 years of service to the university, as he retires in the Fall.

He also expressed his gratitude to Dr. Tanlee Wasson and Dr. Dannie Moore for the partnership they have in driving enrollment at the university, both overall enrollment and the enrollment of underrepresented minorities. He applauded them for the work they have done during the pandemic

to stay engaged with the students, keeping them in a place where they are thinking about their futures.

He also acknowledged President McFaddin for continuing to innovate and find top talent as he did with Ms. Chaney, and in bringing together the best group of talented individuals to form a cabinet, to serve the university in the best way possible.

Action Items

A. Re-elect Vice Chair and Secretary

Chair Diaz explained that by statute, every time there is a new appointee to the board, it is required to vote for a Vice Chair and Secretary. A motion was made by Regent Castro to re-elect Vice Chair Alan Long, and Secretary Jason Marion. The motion was seconded by Regent Ward. The motion passed unanimously by voice vote.

B. Approval of Kentucky Utilities Easements for the Ky. Wired Project (Whitney Crowe, J.D.)

Deputy Counsel, Whitney Crowe gave a report for approval of two easements between ECU and Kentucky Utilities Company relating to the Ky. Wired Project, a copy of which is incorporated herein and will be included with the official copy of the minutes. A motion was made by Regent Long to approve the agreements. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

Adjournment

There being no further business, Chair Diaz adjourned the meeting. The motion passed by voice vote, and the meeting was thereby adjourned at 2:24 p.m.

Jason Marion

Date

**Eastern Kentucky University
Personnel Statistics (Full-Time)
August 31, 2021 & 2020**

	Institutional			Sponsored Contract/Grant		
Job Category	Total Employees		Employee +/-	Total Employees		Employee +/-
	2021	2020		2021	2020	
Full-Time Faculty	573	582	(9)	2	2	-
Administrators/Deans	45	45	-	1	1	-
Full-Time Exempt	506	484	22	111	122	(11)
Full-Time Non-Exempt	365	396	(31)	29	33	(4)
Total:	1,489	1,507	(18)	143	158	(15)

Job Category	Total Salary		Budget +/-	Total Salary		Budget +/-
	2021	2020		2021	2020	
Full-Time Faculty	\$ 38,594,195	\$ 38,398,496	\$ 195,699	\$ 90,140	\$ 103,175	\$ (13,035)
Administrators/Deans	\$ 6,054,258	\$ 5,733,011	\$ 321,247	\$ 58,716	\$ 57,716	\$ 1,000
Full-Time Exempt	\$ 28,192,980	\$ 25,992,626	\$ 2,200,354	\$ 5,590,524	\$ 6,010,360	\$ (419,836)
Full-Time Non-Exempt	\$ 13,108,142	\$ 13,711,737	\$ (603,595)	\$ 1,111,682	\$ 1,260,505	\$ (148,823)
Total:	\$ 85,949,575	\$ 83,835,870	\$ 2,113,705	\$ 6,851,062	\$ 7,431,756	\$ (580,694)

Eastern Kentucky University
Personnel Statistics (Part-Time)
August 31, 2021 & 2020

Job Category	Institutional			Sponsored Contract/Grant		
	Total Employees		Employee +/-	Total Employees		Employee +/-
	2021	2020		2021	2020	
Part-Time Faculty	242	216	26	-	-	-
Graduate Assistants	182	194	(12)	1	2	(1)
Part-Time Exempt	97	82	15	38	34	4
Part-Time Non-Exempt	157	177	(20)	34	51	(17)
Total:	678	669	9	73	87	(14)
Job Category	Total Salary		Budget +/-	Total Salary		Budget +/-
	2021	2020		2021	2020	
Part-Time Faculty	\$ 963,209	\$ 897,091	\$ 66,118	\$ -	\$ -	\$ -
Graduate Assistants	\$ 887,600	\$ 982,800	\$ (95,200)	\$ 5,600	\$ 8,400	\$ (2,800)
Part-Time Exempt	\$ 447,736	\$ 416,825	\$ 30,911	\$ 268,628	\$ 367,863	\$ (99,235)
Part-Time Non-Exempt	\$ 931,956	\$ 895,312	\$ 36,644	\$ 183,127	\$ 215,409	\$ (32,282)
Total:	\$ 3,230,501	\$ 3,192,028	\$ 38,473	\$ 457,355	\$ 591,672	\$ (134,317)

New Hires May 16, 2021 - August 31, 2021

<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>
Chaney	Colleen	8/1/2021	Chief of Staff/Chief Com Off	Communications & Brand Mgmt	Administrators	\$165,000.00
Adatorwovor	Dayana	8/1/2021	Lecturer	Mathematics & Statistics	FT Faculty	\$43,000.00
Al Helu	Abdul Amir	8/1/2021	Asst Professor	Applied Engineering and Tech	FT Faculty	\$72,000.00
Ashley	Jerrica	8/1/2021	Model Lab Teacher	Model Laboratory School	FT Faculty	\$48,500.00
Bane	Maria	8/1/2021	Asst Prof., Comm Disorders	Clinical Therapeutic Programs	FT Faculty	\$57,500.00
Breitenstein	Larry	8/1/2021	Assist Professor	Social Work	FT Faculty	\$53,000.00
Brown	Brittany	8/1/2021	Asst Professor	Fire Protect&Para-Medicine Scs	FT Faculty	\$75,000.00
Bustle	Cheyenne	8/1/2021	Model Lab Ele Counselor	Model Laboratory School	FT Faculty	\$50,819.00
Catron	Crystal	8/1/2021	Clncl Faculty	School of Nursing	FT Faculty	\$65,000.00
Clouse	Michelle	8/1/2021	Assistant Professor	Applied Human Sciences	FT Faculty	\$64,000.00
Colaianne	Donna	8/1/2021	Associate Professor	Occupational Therapy	FT Faculty	\$79,000.00
Copper	Adrienne	8/1/2021	Model Lab Teacher	Model Laboratory School	FT Faculty	\$46,378.00
Dodd	Justin	8/1/2021	Assistant Professor	Applied Engineering and Tech	FT Faculty	\$72,000.00
Eldridge	Carissa	8/1/2021	Mod Lab Spcl Ed Teacher	Model Laboratory School	FT Faculty	\$46,000.00
Evans	Sara	8/1/2021	Assistant Professor	Dept Amer SL & Interpreter Ed	FT Faculty	\$51,000.00
Fletcher	Amy	8/1/2021	Visiting Professor	Government	FT Faculty	\$50,000.00
Freeman	Mary	6/16/2021	Professor	Psychology	FT Faculty	\$55,000.00
Graham	Jeremy	8/1/2021	Visiting Professor	Government	FT Faculty	\$50,000.00
Healey	Sherry	8/1/2021	Model Lab Teacher	Model Laboratory School	FT Faculty	\$32,207.00
Holmes	Jessica	8/1/2021	Model Lab Teacher	Model Laboratory School	FT Faculty	\$41,000.00
Kakraba	Samuel	8/1/2021	Asst Professor	Mathematics & Statistics	FT Faculty	\$55,000.00
Kaylor	Brittany	8/1/2021	Model Lab Teacher	Model Laboratory School	FT Faculty	\$48,500.00
Kendrick	Dana	8/1/2021	Model Lab Teacher	Model Laboratory School	FT Faculty	\$58,207.00
Kinsman	Anne	8/1/2021	Mod Lab, Elementry Teacher	Model Laboratory School	FT Faculty	\$41,000.00
Kwok	Ho Yin	8/1/2021	Assistant Professor of Music	Music	FT Faculty	\$75,000.00
Lavy-Joy	Nicole	8/1/2021	Social Wk/Asst Professor	Social Work	FT Faculty	\$54,000.00
Locke	Sarah	8/1/2021	Assistant Professor	Mathematics & Statistics	FT Faculty	\$54,000.00
Lynch	Justin	8/16/2021	Model Lab Teacher	Model Laboratory School	FT Faculty	\$41,000.00
McGinn	James	8/1/2021	Asst Professor	Ed Leadership and Counselor Ed	FT Faculty	\$57,500.00
Miller	Jason	8/1/2021	Assoc Professor	Teach, Learn, & Ed Leadership	FT Faculty	\$57,500.00
Moberly	Brittani	8/1/2021	Assistant Professor	Health Services Admin	FT Faculty	\$55,500.00
Moser	Rachel	8/1/2021	Assistant Professor	Art and Design	FT Faculty	\$50,000.00
Park	Jiyeon	8/1/2021	Asst Professor	Teach, Learn, & Ed Leadership	FT Faculty	\$57,500.00
Perry	Christopher	8/1/2021	Asst Professor	Exercise & Sport Science	FT Faculty	\$62,000.00
Pilcher	April	8/1/2021	Visiting Lecturer	Mathematics & Statistics	FT Faculty	\$42,000.00
Powell	Darius	8/1/2021	Model Lab Teacher	Model Laboratory School	FT Faculty	\$41,000.00
Rowe	Laura	8/1/2021	Asst Professor	Chemistry	FT Faculty	\$55,500.00
Shackelford	Stephen	8/16/2021	Visiting Asst Professor	Business - AFIS / MMIB	FT Faculty	\$71,000.00
Turner	Grace	8/1/2021	Model Lab Teacher	Model Laboratory School	FT Faculty	\$41,000.00
Vorbeck	Jonathan	8/1/2021	Visiting Asst Professor	Health Promotion & Admin	FT Faculty	\$55,500.00
Ward	Kelly	8/1/2021	Assistant Professor	OL-Master of Social Work	FT Faculty	\$54,000.00
White	Brielle	8/11/2021	Model Lab Teacher	Model Laboratory School	FT Faculty	\$45,000.00
Zhang	Juan	8/1/2021	Assistant Professor	Business - AFIS / MMIB	FT Faculty	\$115,000.00
Angel	Samuel	7/1/2021	Lead Facility Sprrt Tech	Regional Campuses-Corbin	FT Hourly Staff	\$30,659.20
Armstrong	Lara	8/9/2021	Classroom Teaching Asst	Ctr for Early Childhood Excellence	FT Hourly Staff	\$23,004.80
Asher	Jonathan	5/24/2021	Grounds Zone Specialist	Grounds/Horticulture	FT Hourly Staff	\$27,393.60
Brent	Heather	7/6/2021	Administrative Coordinator	Stu Life, Div, Equity, Inclus	FT Hourly Staff	\$36,991.50
Brosius	David	6/7/2021	PM Tech	Maintenance-Preventive	FT Hourly Staff	\$24,148.80
Clemmons	Kenneth	8/23/2021	Repair Technician II	Housing Maintenance	FT Hourly Staff	\$38,584.00
Davidson	Brandon	5/19/2021	Agriculture Technician II	Meadowbrook Farm	FT Hourly Staff	\$33,800.00
Dunn	Haley	7/12/2021	Telecommunicator	Police Department	FT Hourly Staff	\$37,065.60
Hackney	Annelise	8/23/2021	Athletics Marketing Coord	Communications & Brand Mgmt	FT Hourly Staff	\$30,010.50
Hastie	Heather	8/1/2021	Paraeducator II	Model Laboratory School	FT Hourly Staff	\$25,896.00
Hayes	Steven	7/12/2021	Bldg Controls Sys Technician	Camp Util Sys & Bldg Climate Svcs	FT Hourly Staff	\$40,081.60
Heflin	Tyler	7/26/2021	Police Officer	Police Department	FT Hourly Staff	\$37,003.20
Marshall	Zachary	7/16/2021	Asst Athletics Business Mgr	Athletic Business Office	FT Hourly Staff	\$30,010.50
Miller	Jada	6/15/2021	Student Accounting Clerk	Student Accounting Services	FT Hourly Staff	\$24,960.00
Miller	Brian	7/12/2021	Telecommunicator	Police Department	FT Hourly Staff	\$37,065.60

New Hires May 16, 2021 - August 31, 2021

<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>
Moore	Jacob	8/2/2021	Interior Finisher	Maintenance, Paint Shop	FT Hourly Staff	\$28,974.40
Niemeier	Leslie	8/30/2021	Classroom Teaching Asst	Ctr for Early Childhood Excellence	FT Hourly Staff	\$24,710.40
O'Daniel	Nicholas	8/23/2021	Web Devlpmnt, DB Spclsts	UTC Title IV-E Admin Supp	FT Hourly Staff	\$40,014.00
Regis	Cody	8/17/2021	Web Developer	UTC Title IV-E Admin Support	FT Hourly Staff	\$40,014.00
Smith	Samantha	8/3/2021	Administrative Coordinator	Hist, Philosophy & Relig Studies	FT Hourly Staff	\$28,197.00
Thay	Smith	8/23/2021	Web Developer	Communications & Brand Mgmt	FT Hourly Staff	\$48,009.00
Watson	Xavier	6/14/2021	Web Developer	Communications & Brand Mgmt	FT Hourly Staff	\$50,992.50
Watts	Kevin	8/2/2021	Administrative Coordinator	Honors Program	FT Hourly Staff	\$37,147.50
Weir	Colton	5/16/2021	Agriculture Technician II	Meadowbrook Farm	FT Hourly Staff	\$33,280.00
Blue	Lisa	7/1/2021	Assoc Dir, STEM Ctr for Excelln	Center for STEM Excellence	FT Professionals	\$81,000.00
Brown	Coretta	6/21/2021	Asst Coach	Basketball-Women	FT Professionals	\$58,000.00
Brown	Tonya	6/14/2021	E-Mentor Program Spclst	LINC Internship	FT Professionals	\$35,568.00
Cooper	Vernon	7/1/2021	Associate Director	Center for Inclusive Excellence	FT Professionals	\$47,000.00
Daley	Thor	8/9/2021	Asst Dir of Football Oprrtns	Football	FT Professionals	\$35,568.00
Delgado Torres	Maria	6/14/2021	Reg Recruiter, Migrant Ed	Southern Migrant FY21	FT Professionals	\$38,346.00
Garcia	Victoria	7/1/2021	Coordinator, CIEGE	University Housing	FT Professionals	\$37,000.00
Halcomb	Chris	8/23/2021	Dir, Blds & Grounds Maint	Facilities Management	FT Professionals	\$94,000.00
Hamilton	Sean	7/13/2021	Gen Mgr of Sports Propties	Athletic Develop/Multi Media	FT Professionals	\$83,500.00
Kauffman	Haley	6/1/2021	Admission Counselor	Admissions	FT Professionals	\$35,568.00
Lewis	Michael	8/9/2021	BH Program Administrator	High Fidelity Wraparound	FT Professionals	\$58,823.00
McLean	Halley	8/1/2021	Model Lib/Media Spclst	Model Laboratory School	FT Professionals	\$48,460.00
Miller	Mary	6/16/2021	Univ ID Card Administrator	Card Services	FT Professionals	\$45,000.00
Mitchell	Bruce	8/2/2021	Assoc Dir, Ctr Incl Exl & Engm	Center for Inclusive Excellence	FT Professionals	\$51,500.00
Nash	Jordan	8/5/2021	Assistant Coach, Soccer	Soccer	FT Professionals	\$30,085.00
Owings	Abigail	6/1/2021	Asst Basketball Coach	Basketball-Women	FT Professionals	\$60,000.00
Peterson	Kristen	7/12/2021	Asst Director, Sports Med	Athletic Training	FT Professionals	\$40,000.00
Richardson	Jeffrey	8/2/2021	Technical Director	EKU Center for the Arts	FT Professionals	\$56,500.00
Sadr	Farzin	7/26/2021	Cap Construction Proj Admin	Facilities Management	FT Professionals	\$90,000.00
Scales	Kathleen	8/6/2021	Assistant Dir, Sports Medicine	Athletic Training	FT Professionals	\$35,568.00
Shepherd	Daniel	8/10/2021	Graphic Designer & Engmnt	EKU Center for the Arts	FT Professionals	\$40,000.00
Tingle	Candis	5/17/2021	Advising Specialist	Program of Distinction	FT Professionals	\$36,856.00
Torres Monnett	Maria	5/1/2021	Virtual Quality Training Splst	UTC Adult Services	FT Professionals	\$52,000.00
Trice	Mary	7/7/2021	Conf & Events Planner	Conferencing & Events Admin	FT Professionals	\$37,346.00
Wade	Benjamin	8/9/2021	Football Video Coord	Football	FT Professionals	\$35,568.00
Whitaker	Chancellor	6/28/2021	Web Dev & Data Vis Analyst	Institutional Effect & Rsch	FT Professionals	\$45,000.00
White	Raymond	7/13/2021	Athletics Ticket Manager	Athletics Ticket Office	FT Professionals	\$35,568.00
Whittenberg	James	7/6/2021	Proj Mgr, Project Admin	Engineering & Construction	FT Professionals	\$60,000.00
Williams	Shelby	6/16/2021	Data Manager, eCampus	Office of eCampus Learning	FT Professionals	\$42,000.00
Anyanwu	Chidinma	8/1/2021	PT Faculty-On Campus	Instruction - Health Sciences	PT Faculty	\$8,000.00
Backus	Marcie	8/1/2021	PT Faculty-On Campus	Instruction - Health Sciences	PT Faculty	\$4,000.00
Black	Stacy	8/16/2021	PT Faculty-On Campus	Instruction - CLASS	PT Faculty	\$2,600.00
Black	Stephen	8/16/2021	PT Faculty-On Campus	Instruct-Scs, Tech, Eng & Math	PT Faculty	\$3,200.00
Bowen	Kimberly	8/16/2021	Online PT Faculty	OL-AGS/Supporting Courses	PT Faculty	\$3,050.00
Bretz	Christina	8/16/2021	Online PT Faculty	Instruction - Health Sciences	PT Faculty	\$4,500.00
Collier	Ashley	8/16/2021	PT Faculty-On Campus	Instruction - Health Sciences	PT Faculty	\$7,200.00
Cumiskey	Kevin	5/17/2021	PT Faculty-On Campus	Summer School Term-Business	PT Faculty	\$2,600.00
Deaton	Lisa	8/16/2021	PT Faculty-On Campus	Instruction - Health Sciences	PT Faculty	\$8,000.00
Dooley	Jerry	5/17/2021	Online PT Faculty	OL-AGS/Supporting Courses	PT Faculty	\$4,000.00
Gregory	Kacy	8/16/2021	PT Faculty-On Campus	Instruction - Health Sciences	PT Faculty	\$4,500.00
Hale	Cynthia	8/16/2021	PT Faculty-On Campus	Instruction-JSMS	PT Faculty	\$1,540.00
Isaacs	Kendra	8/19/2021	Online PT Faculty	OL-AGS/Supporting Courses	PT Faculty	\$3,050.00
Jackson	Dawn	7/14/2021	Online PT Faculty	OL-Health Services Admin	PT Faculty	\$3,050.00
Jones	Ronald	8/16/2021	PT Faculty-On Campus	Instruct-Scs, Tech, Eng & Math	PT Faculty	\$7,467.00
Knipfer	Whitney	7/22/2021	Online PT Faculty	OL-CJJS-BS	PT Faculty	\$4,500.00
Lopes	Carlos	8/16/2021	Online PT Faculty	OL - MBA	PT Faculty	\$5,000.00
Melton	Leslie	8/16/2021	PT Faculty-On Campus	Instruction - Health Sciences	PT Faculty	\$7,600.00
Patel	Amisha	8/16/2021	Online PT Faculty	OL-AGS/Supporting Courses	PT Faculty	\$3,050.00
Rousey	Jacqueline	8/16/2021	PT Faculty-On Campus	Instruction - College of Ed	PT Faculty	\$2,600.00

New Hires May 16, 2021 - August 31, 2021

<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>
Shory	Michelle	8/16/2021	Online PT Faculty	OL-Education-MA	PT Faculty	\$3,050.00
Smith	Allison	8/16/2021	PT Faculty-On Campus	Instruction - College of Ed	PT Faculty	\$2,600.00
Sparks	Joshua	6/14/2021	Online PT Faculty	OL-Bachelor Social Work	PT Faculty	\$3,050.00
Stillwell	Timothy	6/23/2021	Dual Credit Instructor	Dual Credit (EKU Now!)	PT Faculty	\$3,200.00
Stokes	Karah	8/16/2021	PT Faculty-On Campus	Instruction - CLASS	PT Faculty	\$8,534.00
Tinsley	Jennifer	8/16/2021	PT Faculty-On Campus	Instruction - Health Sciences	PT Faculty	\$2,600.00
Turissini	Alex	8/16/2021	PT Faculty-On Campus	Instruction - CLASS	PT Faculty	\$5,836.00
Turpin	Kristi	8/16/2021	PT Faculty-On Campus	Instruction - Health Sciences	PT Faculty	\$7,200.00
Viverette	April	7/19/2021	Online PT Faculty	OL-Master of Social Work	PT Faculty	\$3,050.00
Walker	Cherita	8/16/2021	Online PT Faculty	OL-Health Services Admin	PT Faculty	\$3,050.00
Weeks	Abigail	8/16/2021	PT Faculty-On Campus	Instruction - CLASS	PT Faculty	\$6,067.00
White	Janet	8/16/2021	PT Faculty-On Campus	Instruction - College of Ed	PT Faculty	\$2,600.00
Wilson	Nicole	8/16/2021	Online PT Faculty	OL-Public Health Nurs Admin	PT Faculty	\$3,050.00
Wyatt	Nancy	8/16/2021	PT Faculty-Ext Camp	Regional Programming	PT Faculty	\$2,600.00
Brown	Samuel	5/25/2021	Lifeguard	University Club at Arlington	PT Hourly Staff	\$221.00
Carey	Maria	6/9/2021	Lifeguard	University Club at Arlington	PT Hourly Staff	\$221.00
Clark	Savannah	5/30/2021	Developed Recreation Tech	RHELM Student Interns	PT Hourly Staff	\$442.00
Clem	Lauren	5/17/2021	Lifeguard	University Club at Arlington	PT Hourly Staff	\$221.00
Collier	Kaden	6/3/2021	Lifeguard	University Club at Arlington	PT Hourly Staff	\$221.00
Cooper	Mason	7/1/2021	Basketball Video Coord	Basketball-Men	PT Hourly Staff	\$234.00
Gann	Beau	7/20/2021	Baseball Operations, Dir	Baseball	PT Hourly Staff	\$333.32
Grant	Rodney	7/6/2021	Info Tech Associate	Information Tech-Admin	PT Hourly Staff	\$438.10
Halcomb	Lily	6/14/2021	Lifeguard	University Club at Arlington	PT Hourly Staff	\$221.00
Harrold	Luc	5/24/2021	Pro Shop Attendant	University Club at Arlington	PT Hourly Staff	\$234.00
Herald	Sierra	8/9/2021	Library Assistant	Libraries	PT Hourly Staff	\$287.56
Jurosic	Brianna	7/1/2021	Server/Bartender	University Club at Arlington	PT Hourly Staff	\$188.50
Keating	Rebekah	6/15/2021	Developed Recreation Tech	RHELM Student Interns	PT Hourly Staff	\$442.00
Kelley	Emma	5/25/2021	Arlington Server/Bartender	University Club at Arlington	PT Hourly Staff	\$188.50
Kiper	Kayden	5/25/2021	Lifeguard	University Club at Arlington	PT Hourly Staff	\$221.00
Kooistra	Callian	5/17/2021	Lifeguard	University Club at Arlington	PT Hourly Staff	\$221.00
McNamee	Lindsey	7/20/2021	Server/Bartender	University Club at Arlington	PT Hourly Staff	\$188.50
Megargel	Robert	6/21/2021	Migrant Ed Prog Staff	Southern Migrant FY21	PT Hourly Staff	\$650.00
Petrey	Madelynn	5/25/2021	Lifeguard	University Club at Arlington	PT Hourly Staff	\$221.00
Robbins	Matthew	7/12/2021	AV Tech	Conferencing & Events	PT Hourly Staff	\$390.00
Simon	Alex	5/24/2021	Marketing & Comm Temp	University Housing	PT Hourly Staff	\$390.00
Slater	Joanna	8/4/2021	Server/Bartender	University Club at Arlington	PT Hourly Staff	\$188.50
Smith	Jamie	5/25/2021	Arlington Server/Bartender	University Club at Arlington	PT Hourly Staff	\$188.50
Vitel	Rachel	6/4/2021	Lifeguard	University Club at Arlington	PT Hourly Staff	\$221.00
Voss	Jack	6/4/2021	Lifeguard	University Club at Arlington	PT Hourly Staff	\$221.00
Wyatt	Daniel	6/1/2021	Stage Tech	EKU Center for the Arts	PT Hourly Staff	\$390.00
Brock	Ronnie	5/24/2021	Madison Co Instructor	Adult Ed Madison Co FY22	PT Professionals	\$4,729.00
Brunner	Dena	6/17/2021	Member, KY READY Corps	KY Ready Corps FY21	PT Professionals	\$1,350.00
Cunningham	David	7/19/2021	Temporary Specialist	Football	PT Professionals	\$14,000.00
Duvall	Rhiannon	6/6/2021	Foster Camp Counselor	Foster Music Camps	PT Professionals	\$1,200.00
Evans	Herman	6/6/2021	Foster Middle Band Dir	Foster Music Camps	PT Professionals	\$1,000.00
Goode	Benjamin	5/24/2021	Member, KY READY Corps	KY Ready Corps FY21	PT Professionals	\$1,350.00
Hawkins	Phillip	6/6/2021	Foster Camp Trumpet Inst	Foster Music Camps	PT Professionals	\$1,200.00
Kite	April	6/6/2021	Foster Middle School Dir	Foster Music Camps	PT Professionals	\$1,000.00
Lakes	Reva	6/6/2021	Foster Camp Counselor	Foster Music Camps	PT Professionals	\$1,200.00
Larkin	Steven	6/7/2021	Tennis Assistant	University Club at Arlington	PT Professionals	\$3,000.00
Loar	Alexa	5/24/2021	Member, KY READY Corps	KY Ready Corps FY21	PT Professionals	\$1,350.00
Marks	Sydney	8/16/2021	App Shakespeare Teachr	Appalachian Shakespeare	PT Professionals	\$300.00
McArthur	Lauryn	5/17/2021	Member, KY READY Corps	KY Ready Corps FY21	PT Professionals	\$1,350.00
Nicholls	Ryan	6/16/2021	RDPC Instructor	RDPC17 Task 2	PT Professionals	\$0.00
Noe	Mason	6/6/2021	Foster Camp Counselor	Foster Music Camps	PT Professionals	\$1,200.00
Phillips	Adrienne	8/1/2021	Instructor, Adult Ed	Adult Ed Madison Co FY22	PT Professionals	\$0.00
Pichette	David	6/15/2021	RDPC Instructor	RDPC 18 Task 2	PT Professionals	\$0.00
Powell	Kiara	7/1/2021	Dance Team Head Coach	Dance Team	PT Professionals	\$7,000.00

New Hires May 16, 2021 - August 31, 2021

<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>
Robinson	Matthew	6/6/2021	Foster Camp Counselor	Foster Music Camps	PT Professionals	\$1,200.00
Simpson	Anna	5/24/2021	Member KY READY Corps	KY Ready Corps FY21	PT Professionals	\$1,350.00
Sizemore	India	8/2/2021	Band Camp Coach	BOR-Band Initiatives	PT Professionals	\$1,000.00
Smith	Naomi	6/1/2021	Member, KY READY Corps	KY Ready Corps FY21	PT Professionals	\$1,350.00
Smith	Breanna	8/1/2021	Model Substitutes	Model Laboratory School	PT Professionals	\$0.00
Smith	Charles	8/2/2021	Prof Develop Workshops	English	PT Professionals	\$100.00
Thompson	Anthony	6/6/2021	Foster Camp Counselor	Foster Music Camps	PT Professionals	\$1,200.00
Wagner	Joshua	6/6/2021	Foster Camp Counselor	Foster Music Camps	PT Professionals	\$1,200.00
Watkins	Zackary	6/6/2021	Foster Camp Counselor	Foster Music Camps	PT Professionals	\$1,200.00
Wells	Jerry	6/15/2021	RDPC Master Instructor	RDPC 18 Task 2	PT Professionals	\$0.00
West	Taylor	6/1/2021	Football Quality Control	Football	PT Professionals	\$12,000.00
White	Clinton	6/6/2021	Foster Camp Counselor	Foster Music Camps	PT Professionals	\$1,200.00
Woods	Bradley	6/8/2021	member, KY READY Corps	KY Ready Corps FY21	PT Professionals	\$1,350.00
Young	Roshmel	7/19/2021	Temporary Specialist	Football	PT Professionals	\$14,000.00

Employee Separations May 16, 2021 - August 31, 2021

<u>Last Name</u>	<u>First Name</u>	<u>Separation</u>	<u>Position Title</u>	<u>Department</u>	<u>Category</u>	<u>Annual Salary</u>
Cornett	Douglas	8/31/2021	Assoc VP, Comm & Brand Mgmt	Communications & Brand Mgmt	Administrators/Deans	\$125,300.00
Deters	Nola	8/31/2021	Assoc Dean	Dean-Educ. & Applied Human Scns	Administrators/Deans	\$106,722.23
Martin	Billy	6/30/2021	Assoc VP & Dean of Students	University Housing	Administrators/Deans	\$120,000.00
Pogatshnik	Gerald	6/30/2021	Ex VP Academics & Provost	Provost and Academic Affairs	Administrators/Deans	\$200,000.00
Shanahan	Eileen	8/15/2021	Assoc Prof/Assoc Chair	Teaching, Learn, & Ed Leadership	Chairs	\$73,389.00
Adams	Krista	7/15/2021	Assistant Professor	Teaching, Learn, & Ed Leadership	Fulltime Faculty	\$58,000.00
Beaty	LeAnn	6/30/2021	Professor	Government	Fulltime Faculty	\$63,335.00
Christensen	Burke	5/31/2021	Professor	Business - AFIS / MMIB	Fulltime Faculty	\$123,000.00
Cornette	Mark	7/31/2021	Model Lab School Teacher	Model Laboratory School	Fulltime Faculty	\$60,955.00
Dasari	Radhika	5/31/2021	Asst Professor	Chemistry	Fulltime Faculty	\$53,300.00
Enz	Daniel	5/31/2021	Asst Professor	Applied Engineering and Tech	Fulltime Faculty	\$73,000.00
Ghanem	Sahar	5/31/2021	Assistant Professor	Applied Engineering and Tech	Fulltime Faculty	\$70,000.00
Gleason	James	6/30/2021	Assoc Professor	Communication	Fulltime Faculty	\$65,168.00
Hausman	Charles	5/31/2021	Assoc Professor	Ed Leadership and Counselor Ed	Fulltime Faculty	\$87,875.00
Hollins	Claire	5/31/2021	Model Lab School Teacher	Model Laboratory School	Fulltime Faculty	\$40,000.00
Leavell	Alana	5/31/2021	Clncl Faculty	School of Nursing	Fulltime Faculty	\$65,000.00
Link-Perez	Melanie	8/15/2021	Assistant Professor	Biological Sciences	Fulltime Faculty	\$51,000.00
Lofton	Jasmine	7/15/2021	Model Lab School Teacher	Model Laboratory School	Fulltime Faculty	\$40,000.00
Lowry	John	5/31/2021	Assoc Professor	Hist, Philosophy & Relig Studies	Fulltime Faculty	\$52,051.00
McMahan	Ellen	5/31/2021	Asst Professor	Exercise & Sport Science	Fulltime Faculty	\$63,000.00
Mullins	Ricky	7/31/2021	Asst Professor	Teaching, Learn, & Ed Leadership	Fulltime Faculty	\$56,000.00
Noelker	Sarah	6/30/2021	Visiting Professor	Music	Fulltime Faculty	\$45,450.00
Noland	Allison	7/31/2021	Model Lab School Teacher	Model Laboratory School	Fulltime Faculty	\$56,455.00
Nowak	Theresa	6/30/2021	Assoc Professor	Psychology	Fulltime Faculty	\$54,913.00
Pinion	Clint	8/17/2021	Assoc Prof/MPH Director	Environmental Health Sciences	Fulltime Faculty	\$94,500.00
Porter	Diana	8/31/2021	Prof/Dir Clinical Exp	Teaching, Learn, & Ed Leadership	Fulltime Faculty	\$82,026.00
Randall	Esther	5/31/2021	Professor	Art and Design	Fulltime Faculty	\$60,537.00
Rasor	Lisa	5/31/2021	Model Lab School Teacher	Model Laboratory School	Fulltime Faculty	\$50,845.00
Rich	Christopher	5/31/2021	Assoc Professor	Languages, Cultures & Humanities	Fulltime Faculty	\$52,703.00
Roberson	Michael	6/30/2021	Professor	Management/Mkt/Intl Business	Fulltime Faculty	\$112,351.00
Rosenberger	Martin	5/31/2021	Model Lab School Teacher	Model Laboratory School	Fulltime Faculty	\$40,000.00
Taylor	John	8/17/2021	Assoc Professor	Communication	Fulltime Faculty	\$72,052.00
Wells	Candace	5/31/2021	Model Lab School Teacher	Model Laboratory School	Fulltime Faculty	\$47,500.00
West	Deborah	8/4/2021	Assoc Professor	Teaching, Learn, & Ed Leadership	Fulltime Faculty	\$61,477.00
Yonts	Linda	5/31/2021	Sr Clinical Faculty	School of Nursing	Fulltime Faculty	\$61,084.00
Zomchek	Christina	5/31/2021	Model Lab School Teacher	Model Laboratory School	Fulltime Faculty	\$45,000.00
Burton	Kenna	6/30/2021	Police Officer - Detective	Police Department	Fulltime Hourly Staff	\$45,011.20
Cheeks	Ricky	7/13/2021	Parking Control Officer	Parking Services	Fulltime Hourly Staff	\$27,809.60
Fritz	Laura	6/8/2021	Administrative Coordinator	Dean - Letters, Arts & Soc Scns	Fulltime Hourly Staff	\$37,050.00
Gray	Brenda	6/30/2021	Supt Services Associate	Regional Campuses-Corbin	Fulltime Hourly Staff	\$26,949.00
Hamm	Lauren	8/20/2021	Library Associate	Libraries	Fulltime Hourly Staff	\$27,202.50
Harris	Christopher	8/13/2021	Administrative Coordinator	Exercise & Sport Science	Fulltime Hourly Staff	\$35,626.50
Hayes	Steven	8/27/2021	Bldg Controls Sys Technician	Camp Util Sys & Bldg Climate Svcs	Fulltime Hourly Staff	\$40,081.60
Isaacs	Brandon	8/9/2021	Library Assistant	Libraries	Fulltime Hourly Staff	\$26,598.00
Isham	Troy	8/5/2021	Admnsn & Clinicals Specialist	Teacher Ed Srv/Admission&Cert	Fulltime Hourly Staff	\$46,897.50
Kelley-Reynolds	Teri	8/25/2021	Front of House Hospitality Mgr	University Club at Arlington	Fulltime Hourly Staff	\$33,529.60
Parker	James	6/24/2021	HVAC Mechanic	Maintenance, HVAC-R	Fulltime Hourly Staff	\$32,676.80
Shore	Stephen	6/30/2021	Prog Specialist, DUI	BHSAI-KY DUI Prgm (TAAB)	Fulltime Hourly Staff	\$41,886.00
Spurlock	Carolyn	6/30/2021	Budget Specialist	Institutional Effectiveness & Rsch	Fulltime Hourly Staff	\$37,986.00
Adams-Clay	Laken	7/17/2021	Accountant	Sponsored Prgms Acctg & Fin Svcs	Fulltime Professionals	\$40,018.00
Angel	Earl	6/30/2021	Data Manager, eCampus	Office of eCampus Learning	Fulltime Professionals	\$47,476.00
Baca	Carla	8/17/2021	Associate Director	Center for Inclusive Excellence	Fulltime Professionals	\$50,019.00
Beatty	Hope	6/30/2021	Proj Administrator	BHSAI - Training, TA & Prgm	Fulltime Professionals	\$53,235.00
Benitez	Brian	7/17/2021	Assoc Dir, Sports Med.	Athletic Training	Fulltime Professionals	\$50,500.00
Bright	Samantha	8/17/2021	Coord, Campus Rec Fitness	Campus Recreation Center	Fulltime Professionals	\$36,568.00
Brixey	Griffin	6/30/2021	Athletics Ticket Manager	Athletics Ticket Office	Fulltime Professionals	\$35,568.00
Cambron	Stephen	6/30/2021	Spec KTRS	BHSAI-Prevention Services	Fulltime Professionals	\$54,808.00
Cashell	Andrea	8/15/2021	Dir, Univ Procurement	Purchasing	Fulltime Professionals	\$81,437.00
Collins	Mary	8/17/2021	EEO Investigator	Office of Institutional Equity	Fulltime Professionals	\$58,000.00
Cook	John	6/30/2021	Dir, Buildings & Grounds Maint	Facilities Management	Fulltime Professionals	\$94,000.00
Costa	Melissa	6/30/2021	Cent Office Reg Training Coord	UTC Targeted Case Management	Fulltime Professionals	\$36,113.00

Employee Separations May 16, 2021 - August 31, 2021

<u>Last Name</u>	<u>First Name</u>	<u>Separation</u>	<u>Position Title</u>	<u>Department</u>	<u>Category</u>	<u>Annual Salary</u>
Courtney	Mikayla	8/17/2021	Marketing Specialist	Office of eCampus Learning	Fulltime Professionals	\$36,568.00
Crocker	Kelly	7/31/2021	Cap Construction Proj Admin	Engineering & Construction	Fulltime Professionals	\$76,075.00
Daniels	Jason	8/2/2021	Dir, Football Operations	Football	Fulltime Professionals	\$46,000.00
Dolen	Eric	6/30/2021	Project Manager, SMVF BH	BHSAI-Substance Abuse Trtmt	Fulltime Professionals	\$50,799.00
Eaton	Jessica	7/2/2021	Sr Adminstrative Staff Officer	PIMSER	Fulltime Professionals	\$67,374.00
Eleazer	Victor	6/30/2021	Database Administrator	BHSAI - Training, TA & Prgm	Fulltime Professionals	\$68,515.85
Gilliam	Kimberly	6/30/2021	BH Program Administrator	High Fidelity Wraparound (TBBA)	Fulltime Professionals	\$58,823.00
Harris	Denise	8/2/2021	Mgr, Space Plan Utilization	Planning & Design	Fulltime Professionals	\$55,000.00
Hobbs	Diana	6/30/2021	Conferencing & Event Specialst	DBHDID Conf & Event Mgmt	Fulltime Professionals	\$44,792.00
Hoskins	Amanda	6/17/2021	HR Data Analyst	Human Resources	Fulltime Professionals	\$44,081.00
Hounshell	Sabrina	6/30/2021	Finance & Budget Analyst	KY CSS FY21	Fulltime Professionals	\$57,500.00
Huffman	Kyle	7/8/2021	Trng Specialist	UTC Targeted Case Management	Fulltime Professionals	\$41,328.00
Hughes	Mikah	6/17/2021	Instructional Designer	Office of eCampus Learning	Fulltime Professionals	\$47,510.00
Lopresto	Mary	6/30/2021	Fidelity Monitor	BHSAI-Substance Abuse Trtmt	Fulltime Professionals	\$55,022.00
McNamara	Brendan	8/17/2021	Football Video Coordinator	Football	Fulltime Professionals	\$36,568.00
Miller	Madison	7/2/2021	Admission Counselor	Admissions	Fulltime Professionals	\$35,569.00
Offutt	Ashley	6/17/2021	Assoc Dir, Diverse Student Ret	Retention and Graduation	Fulltime Professionals	\$43,000.00
Penalva	Virginia	6/17/2021	Admission Counselor	Admissions	Fulltime Professionals	\$35,568.00
Perkins	Megan	6/30/2021	Infant/Toddler Teacher	Ctr for Early Childhood Excel	Fulltime Professionals	\$28,890.00
Pina-Perez	Yeimy	8/2/2021	Admission Counselor	Admissions	Fulltime Professionals	\$36,568.00
Prothro	Cathy	6/30/2021	Proj Coord, Suicide Prevent	BHSAI-Prevention Services	Fulltime Professionals	\$47,476.00
Retallick	Ceanna	7/2/2021	Resdnce Hall Coordinator	Grand Campus Apartments	Fulltime Professionals	\$35,568.00
Robbins	Vestena	6/30/2021	Dir, BH Programs & Svcs	BHSAI - Training, TA & Prgm	Fulltime Professionals	\$93,467.00
Rogell	Nicholas	6/17/2021	Counselor	Counseling Center	Fulltime Professionals	\$47,476.00
Scifo	Samuel	5/28/2021	Asst Director, Sports Med	Athletic Training	Fulltime Professionals	\$40,000.00
Stipp	Melissa	8/2/2021	Registered Nurse	Model Laboratory School	Fulltime Professionals	\$39,624.00
Torres Monnett	Maria	7/9/2021	Virtual Quality Training Splst	UTC Adult Services	Fulltime Professionals	\$52,000.00
Weathers	Melinda	7/2/2021	Sr Curriculum Training Devlopr	UTC Targeted Case Management	Fulltime Professionals	\$51,020.00
White	Adam	8/17/2021	Sr Programmer Analyst	Information Tech-Administration	Fulltime Professionals	\$59,000.00
Willingham	Margaret	7/31/2021	Strategic Comm Splst	Communications & Brand Mgmt	Fulltime Professionals	\$57,241.00
Wooton	John	5/19/2021	Sr Systems Administrator	Information Tech-Administration	Fulltime Professionals	\$72,988.00
Yunez	Sara	8/17/2021	Assistant Coach, Soccer	Soccer	Fulltime Professionals	\$30,085.00
Zeidler-Watters	Kimberly	7/2/2021	Dir, PIMSER	PIMSER	Fulltime Professionals	\$84,833.00
Almanza	Elizabeth	8/20/2021	Temp, Student Acct Svcs	Student Accounting Services	PT Hourly Staff	\$438.10
Elliott	Robert	8/12/2021	Flight Instructor - Pilot IV	Class Fees - Aviation	PT Hourly Staff	\$910.00
Lopez Rosa	Luis	8/23/2021	Flight Instructor Pilot II	Class Fees - Aviation	PT Hourly Staff	\$780.00
Paas	Hayden	8/19/2021	Flight Instructor - Pilot IV	Class Fees - Aviation	PT Hourly Staff	\$910.00
Pfaadt	Nancy	6/30/2021	Administrative Assistant I	BHSAI-Prevention Services	PT Hourly Staff	\$426.40
Puckett	Emily	7/19/2021	Parent Resource Trainer	UTC Title IV-E Foster Prnt Trng	PT Hourly Staff	\$390.00
Simmons	Vicki	6/30/2021	Horticulturist	Grounds/Horticulture	PT Hourly Staff	\$14,924.00
Willis	Caitlan	8/11/2021	Flight Instructor Pilot I	Class Fees - Aviation	PT Hourly Staff	\$780.00
Beering	Amanda	7/31/2021	Member, KY READY Corps	KY Ready Corps FY21	PT Professionals	\$2,150.00
Brewer	Devin	6/30/2021	Restricted Intermittent Pay	UTC Targeted Case Management	PT Professionals	\$0.00
Cain	Joseph	5/19/2021	Distance Learning Coord	Adult Ed FY21-Madison County	PT Professionals	\$32,000.00
Hensley	Graham	7/22/2021	Football Quality Coach	Football	PT Professionals	\$14,000.00
Mitchell	Arterrious	7/2/2021	Football Quality Control	Football	PT Professionals	\$14,000.00
Roush	Lisa	8/15/2021	Madison Co Instructor	Adult Ed Madison Co FY22	PT Professionals	\$2,338.00
Sit	Atilla	6/30/2021	NSF Grant Data Retrieval	Efficient Mathematical Framework	PT Professionals	\$5,221.00
Stotelmyer	Greg	5/31/2021	Announcer EKU Inside Show	Intercollegiate Athletics Admin	PT Professionals	\$1,575.00
West	Taylor	8/15/2021	Football Quality Control	Football	PT Professionals	\$12,000.00

PERSONNEL

- VOLUME 12-

- FACULTY -

Non-Reappointment/Dismissal of Faculty**AT WILL EMPLOYEES**

Faculty who have not yet earned tenure are employees at will. When dismissing a faculty member for cause, the Superintendent shall consult with University Counsel and Human Resources prior to notifying an employee of the dismissal, and the Superintendent shall also notify the commissioner of Education and EPSB.

The Superintendent shall make final decisions regarding non-reappointment or dismissal for cause of non-tenured faculty.

TENURE-TRAC FACULTY

~~Faculty members with tenure shall have a continuous appointment, except when that appointment is terminated:~~

- ~~• By retirement;~~
- ~~• By resignation and acceptance thereof;~~
- ~~• By a dismissal for cause;~~
- ~~• By a decision of the University, with approval of the Board of Regents, that dismissal is necessary because of financial exigencies of the institution; or~~
- ~~• By a decision of program closure or discontinuation resulting in a situation so that there is no longer a teaching position available within the School for which the tenured faculty member is certified and qualified.~~

Tenure-track faculty members who do not earn tenure and/or who do not fulfill specific conditions of employment agreed at the time of hire in the specified timeframe are not eligible for reappointment, nor are they eligible for the terminal year.

~~Instructors~~ Tenure-track faculty who are not recommended for tenure by the end of the sixth (6th) year are not eligible for reemployment at Model as a tenure-track faculty. (Note: Part-time, visiting, consultative or other non-tenure track faculty may be reemployed beyond the sixth {6th} year).

TENURED FACULTY

Faculty members with tenure shall have a continuous appointment, except when that appointment is terminated:

- By retirement;
- By resignation and acceptance thereof;
- By a dismissal for cause;
- By a decision of the University, with approval of the Board of Regents, that dismissal is necessary because of financial exigencies of the institution; or

Non-Reappointment/Dismissal of Faculty**TENURED FACULTY (CONTINUED)**

- By a decision of program closure or discontinuation resulting in a situation so that there is no longer a teaching position available within the School for which the tenured faculty member is certified and qualified.

TIMELINE

Faculty members, including administrators, who will not be reappointed for the next school year shall be notified in writing by the Superintendent and/or President by May 15.

TERMINATION FOR CAUSE

Pursuant to KRS 164.360 and KRS 161.790, a tenured faculty member may be dismissed for cause. The continuous appointment of a tenured teacher shall remain in force during good behavior and efficient and competent service by the teacher and shall not be terminated except for any of the following:

- Insubordination, including but not limited to violation of the school laws of the state or administrative regulations adopted by the Kentucky Board of Education, the Education Professional Standards Board, or lawful rules and regulations established by the University, or refusal to recognize or obey the authority of the superintendent, principal, or any other supervisory personnel of the University in the performance of their duties;
- Immoral character or conduct unbecoming a teacher;
- Physical or mental disability; or

Inefficiency, incompetency, or neglect of duty, when a written statement identifying the problems or difficulties has been furnished the teacher or teachers involved.

DETERMINATION AND NOTIFICATION

The Superintendent shall consult with University Counsel and Human Resources prior to notifying an employee of dismissal.

The Superintendent shall furnish the teacher with a written statement specifying in detail the charge against the teacher.

The Superintendent shall also notify the Commissioner of Education and EPSB.

APPEAL

The tenured faculty member may within ten (10) days after receiving the charge notify the Superintendent and University Counsel of his or her intention to answer the charge, and upon failure of the teacher to give notice within ten (10) days, the dismissal shall be final.

Upon receipt of notification, University Counsel shall notify and convene the K-12 Grievance Subcommittee, appointed by the Board Chair of the University Board of Regents, within twenty (20) calendar days for a hearing of the matter. The decision of the Subcommittee shall be provided in writing within five (5) calendar days.

Formatted: sideheading

Formatted: ksba normal

Formatted: sideheading

PERSONNEL

- VOLUME 12-

- FACULTY-

Tenure**ELIGIBILITY FOR TENURE**

All tenure-track faculty are eligible to apply for tenure. Faculty who are not recommended for tenure by their sixth (6th) year are not eligible to reapply and will not be reappointed. Model faculty are not eligible for a terminal year.

Tenure, when awarded by the University's Board of Regents, is only recognized at Model Laboratory Schools and not part of any other department, college, or school within the University.

Full-time, tenure-track faculty hired prior to May 15, 2019, are employed as University, Tenure-Track Faculty. Academic rank and conditions for promotion and/or reappointment are determined at the time of hire.

TRANSFER OF TENURE

Tenure earned outside of Model Laboratory Schools, including other schools/district, other university departments, schools or colleges is not recognized.

VISITING/PART-TIME/CONSULTATIVE EVALUATIONS

Employment in any of these roles is not eligible toward tenure.

ADMINISTRATOR EVALUATIONS

The Superintendent/Designee shall evaluate administrators annually. There is no administrator tenure; however, administrators follow the same process as other faculty in order to earn teaching tenure.

CRITERIA AND NOTIFICATION

The criteria for tenure (Teaching, Service, and Scholarship) for faculty members are based on these criteria established by the Board of Regents. A fourth criteria of "Education" is added to ensure Model faculty have strong content knowledge, sound pedagogical foundation, and a strong command of action research methods necessary for a laboratory school as well to meet the ~~minimum~~ criteria for ~~SACS~~ accreditation for teaching undergraduate students.

The Superintendent/Designee shall provide overview of the tenure process and evaluation criteria to all participants by September 1 annually.

SUPERINTENDENT TO RECOMMEND

For tenure-track faculty, in the tenure year only, the Superintendent shall make recommendations to the Provost. ~~Candidates not recommended for tenure shall be notified by May 15. The Provost will follow the procedures set forth in Policy 4.6.4.~~ Tenure is ultimately granted or denied by the University's Board of Regents. Tenure is official only after being granted by the Board of Regents.

Tenure**APPEAL**

The tenure candidate may, within ten (10) days after receiving the notification of the negative recommendation of tenure, notify the Superintendent of his or her intention to appeal the negative recommendation of tenure.

Upon receipt of notification, the Superintendent will convene the Model Appeals Committee to review the appeal. The committee shall report its findings and recommendations within fourteen (14) calendar days to the Provost.

The Provost shall make a decision on the appeal within fourteen (14) calendar days and notify the candidate in writing.

All appeal decisions are final.

Formatted: policytext

RELATED POLICIES

03.11
03.18

- VOLUME 12-**Graduation Requirements**

In support of student development goals set out in [KRS 158.6451](#) and the Kentucky Academic Standards, students must complete a minimum of twenty-two (22) credits, including demonstrated performance-based competency in technology, and all other state and local requirements in order to graduate from Model Laboratory School at Eastern Kentucky University.

Graduation requirements encompass the requirements of Model Laboratory School and the Kentucky's Pre-College Curriculum. Students receiving a diploma from Model Laboratory School have fulfilled graduation requirements of the school and of the Kentucky's Pre-College Curriculum.

Beginning with the Class of 2023

1. Earn twenty-three (23) specified credits (see below) with at least four (4) credits in an academic area or college/career pathway.
2. Actively participate in service-learning activities that benefit the global or school community. Students must have documented at least forty (40) service hours by the time of graduation. No one activity is to fulfill the forty-hour requirement. This requirement will be pro-rated for students who enroll during the school year.

Students are encouraged to complete ten (10) service hours per academic year. Service hours completed as part of a course may apply toward the requirement. Students must complete the Activities and Service Hours Verification Form for each service they participate in and then submit the completed form to the Counseling Office.

3. Actively participate in at least one (1) school-sponsored activity (club/sport) during each year of his/her high school career. Students must submit the Activities and Service Hours Verification Form to the Counseling Office each year.
4. Successfully complete the senior research project, paper, presentation, and defense.
5. Earn a passing score on Kentucky's civics exam.
6. Submit a complete digital communications and career portfolio.
7. Score Apprentice or higher on Kentucky's Grade 10 assessments in reading and mathematics.
8. Complete an Individual Learning Plan (ILP).

Note: Students who earn a diploma from the school have met all requirements for Kentucky's Pre-College Curriculum established by the Council on Postsecondary Education.

Inquiry, Communication, and Data Analytics

5 credits

Informatics, Media Literacy, and Data Analysis (2 credits)

Analysis, argumentation, and Communication (2 credits)

Research Methods and Sustained Inquiry (1 credit)

Graduation Requirements

Quantitative and Computational Reasoning	4 credits
Mathematics (3 credit)	
Algebra I, Geometry, Algebra II or Pre-Calculus	
Coding and Logic (1 credit)	
Scientific Inquiry	3 credits
Life Science (1 credit)	
Natural/Physical Science (1 credit)	
Engineering & Applied Laboratory Science (1 credit)	
Humanities	5 credits
History and Appreciation of Visual and Performing Arts (1 credit)	
History (2 credits)	
Literature (2 credits)	
Global Communication and Understanding	3 credits
Second Language Proficiency (2 credits)	
Two (2) YEARS of the SAME World Language	
Cultural Comparison (1 credit)	
Civic Engagement and Entrepreneurial Thinking	1 credit
Civics and Government (0.5 credit)	
Entrepreneurship, Economics, and Financial Literacy (0.5 credit)	
Creating, Performing, and Designing	1 credit
Fitness and Wellness	1 credit
Health and Physical Education (1 credit)	

ADVANCED PLACEMENT

Advanced Placement (AP) enables willing and academically prepared students to pursue college-level studies while still in high school. College-level courses will be offered, and exams will be administered once a year. Students and their parents are responsible for the cost of the exam and the fee will be billed separately from tuition and fees in the fall semester.

Students that do not take the exam will not receive the AP designation on their transcript. All students who enroll in an AP course must sit for the exam.

Graduation Requirements

AWARDING CREDIT

High school credits will be awarded at the end of each academic year for grades of A, B, C, and D. All courses taught at Model are worth 1.0 credits per semester.

Dual credit courses that are 3-4 credit hours will earn 0.5 credit toward graduation requirements and courses that are 1-2 credit hours will earn 0.25 credit toward graduation requirements. Dual credit course is awarded at the end of each semester.

MIDDLE SCHOOL COURSES FOR HIGH SCHOOL CREDIT

Middle school students may take designated courses and the high school shall accept for credit toward graduation and completion of high school course requirements, however the following requirements shall apply:

- Middle school students taking such courses must earn at least a “C” average for each semester and have passed the semester exams in the class for the course to count toward graduation.
- Credits earned in middle school will be posted to the high school transcript but shall not be used in the calculation of the high school grade point average (GPA).

DIPLOMA

Students receiving a diploma from Model Laboratory High School shall fulfill graduation requirements that:

- Prepare graduates to become world class leaders by addressing the World Class Competencies;
- Meet or exceed graduation expectations established by the Kentucky Board of Education; and
- Meet or exceed Kentucky’s Pre-College Curriculum established by the Council of Postsecondary Education.

ADVANCED PLACEMENT CAPSTONE DIPLOMA

Students who meet the following requirements can earn the Advanced Placement (AP) Capstone Diploma or certificate awarded by The College Board. Students who have met all the requirements and have submitted the final AP research paper and completed the presentation and defense will be recognized as AP Capstone Diploma candidates at graduation.

- AP Capstone Diploma
Earn AP exam scores of “3” or higher on each of four (4) AP assessments AND earn a score of “3” or higher on the AP seminar assessment AND earn a score of “3” or higher on the AP research assessment.
- AP Capstone Certificate
Earn a score of “3” or higher on the AP seminar assessment AND earn a score of “3” or higher on the AP research assessment.

Graduation Requirements

OTHER PROVISIONS

The School may award a diploma to a student posthumously indicating graduation with the class with which the student was expected to graduate.

The Superintendent, Principal, or teacher may award special recognition to students.

Consistent with the Board's graduation practices for all students, an alternative high school diploma shall be awarded to students with disabilities in compliance with applicable legal requirements. In addition, former students may submit to the Superintendent a request that the School provide them with an alternative high school diploma to replace the certificate of attainment they received at time of graduation from the School.¹

A student who is at least seventeen (17) years of age and who is a state agency child, as defined in [KRS 158.135](#), shall be eligible to seek attainment of a High School Equivalency Diploma.

EARLY GRADUATION CERTIFICATE

Students who meet all applicable legal requirements shall be eligible for early graduation in relation to receipt of a graduation diploma and an Early Graduation Certificate. Students wishing to follow an early graduation pathway shall notify the Principal of their intent prior to the beginning of grade nine (9) or as soon thereafter as the intent is known, but within the first thirty (30) school days of the academic year in which they wish to graduate. A Letter of Intent to Apply shall be entered into the student information system by October 1 of the year the student declares intent to graduate early.²

Students working toward receipt of an Early Graduation Certificate shall be supported by development and monitoring of an ILP to support their efforts.

To graduate early and earn an Early Graduation Certificate, a student shall:

1. Score proficient or higher on the state-required assessments; and
2. Meet the college readiness exam benchmarks established [013 KAR 002:020](#) for placement in credit-bearing courses without the need for remediation.

A student who has indicated an intent to graduate early may participate in the student's state administration of the college readiness exam prior to the junior year, if needed. Students who meet all applicable legal requirements shall be awarded a diploma and an Early Graduation Certificate.

CERTIFICATE OF ATTENDANCE

Seniors who are foreign exchange students are eligible for a certificate of attendance during commencement.

Graduation Requirements**REFERENCES:**

¹[KRS 156.160](#); 20 U.S.C. § 1414

²[KRS 158.142](#); [704 KAR 003:305](#)

[KRS 156.027](#); [KRS 158.135](#)

[KRS 158.141](#); [KRS 158.1411](#); [KRS 158.143](#); [KRS 158.183](#); [KRS 158.281](#)

[KRS 158.302](#); [KRS 158.645](#); [KRS 158.6451](#)

[KRS 158.860](#)

[013 KAR 002:020](#); [702 KAR 007:125](#); [703 KAR 004:060](#)

[704 KAR 003:303](#); [704 KAR 003:306](#); [704 KAR 007:090](#); 704 KAR Chapter 8

[OAG 78-348](#); [OAG 82-386](#)

[Kentucky Academic Standards](#)

RELATED POLICIES:

08.1131; 08.14; 08.22; 08.222

09.126 (re requirements/exceptions for students from military families)

RELATED PROCEDURE:

09.12 AP.25

Adopted/Amended: 6/17/2021

Order #: