

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

**December 9, 2021
9 a.m.**

Partially Via Video Teleconference

**Powell 219
Eastern Kentucky University**

Call to Order

A regularly scheduled meeting of the Eastern Kentucky University Board of Regents convened on December 9, 2021, at 9:00 a.m. at the Powell building Room 219, Eastern Kentucky University, Richmond, Kentucky. Chair Diaz called the meeting to order and confirmed with the Board Secretary, Regent Marion, that a quorum was established.

Present

Mr. Lewis Diaz
Mr. Juan Castro
Mr. Jeremiah Duerson
Ms. Jenna Smith
Mr. Alan Long
Dr. Jason Marion
Ms. Lynn Taylor Tye
Mr. Mike Eaves
Mr. Ashley Ward

Via Video Teleconference

Mr. Vasu Vasudevan
Ms. Laura Babbage

Absent

None

Others Present

Dr. David T. McFaddin, President
Dr. Bryan Makinen, Associate Vice President, Facilities & Safety
Dr. Dannie Moore, Vice President Strategic Initiatives and Chief Diversity, Equity, and Inclusion Officer

Dr. Tanlee Wasson, Senior Vice President for Student Success and Enrollment Management
Mr. Barry Poynter, Senior Vice President for Finance and Administration
Ms. Betina Gardner, Vice President for University Development and Alumni Engagement, and
Executive Director, ECU Foundation
Dr. Sara Zeigler, Provost and Senior Vice President for Academic Affairs
Dr. Richard Crosby, Chair, Faculty Senate
Dr. Caelin Scott, Chair, Staff Council
Mr. Pete Ugo, Partner at Crowe LLP

Information Items

A. Audit Presentation for Fiscal Year Ending June 30, 2021

a. Mr. Pete Ugo, Audit Presentation by Crowe Horwath, LLP

Mr. Pete Ugo, Partner at Crowe LLP, gave a brief presentation regarding the year-end audit, which detailed, amongst other things, the audit practices and significant changes completed during fiscal year 2021. Chair Diaz, Regent Tye and Regent Castro commended the prompt and sufficient work and reporting of Mr. Barry Poynter and the financial department. The presentation is incorporated herein and will be included with the official copy of the minutes.

Regent Long indicated this year's audit went smoothly. Chair Diaz expressed his excitement on the success of ECU's foundation campaign. Regent Tye and Regent Castro commented on the prompt and sufficient work of Mr. Poynter and his financial department on the year-end audit process.

B. University Reports

1. Dr. Bryan Makinen, Construction Update

Dr. Bryan Makinen, Associate Vice President, Facilities & Safety, gave a presentation regarding how Eastern Kentucky University has completed a multitude of construction projects, highlighting only a few, and new concepts for construction projects that the university will undertake within the next fiscal year. The presentation is incorporated herein and will be included with the official copy of the minutes.

[Chair Diaz introduced Regent Babbage, who joined the meeting via teleconference.]

2. Dr. Dannie Moore & Dr. Tanlee Wasson, DEI & Diversity Recruitment Update

Dr. Tanlee Wasson, Senior Vice President for Student Success and Enrollment Management and Dr. Dannie Moore, Vice President Strategic Initiatives and Chief Diversity, Equity, and Inclusion Office gave a report detailing the updated recruitment, enrollment, and retention data, highlighting the underrepresented minority data, of Eastern Kentucky University. In addition, Dr.

Moore highlighted the importance of EKV's E3 Experience program. The presentation is incorporated herein and will be included with the official copy of the minutes.

3. Dr. David T. McFaddin, Economic Impact Presentation

Dr. David T. McFaddin, President, gave a presentation on the economic impact the university has undertaken over the past fiscal year, a copy of which is incorporated herein and will be included with the official copy of the minutes. Regent Marion asked Dr. McFaddin about the sustainability of the project, and Dr. McFaddin conferred that the aim is to have these projects presented on an annual basis. Chair Diaz commented on how to make this economic impact clearer and more apparent in the community, and commended Dr. James Maples on his successful work on this project.

4. Mr. Barry Poynter, Financial Update

Mr. Barry Poynter, Senior Vice President for Finance and Administration, presented on the comparison from fiscal year 20-21 to the start of the budget for fiscal year 21-22 with data pulled through October 31, 2021. The report is incorporated herein and will be included with the official copy of the minutes.

[The Chair adjourned for a recess at 10:06 a.m. The meeting reconvened at 10:21 a.m.]

5. Ms. Betina Gardner, Development Update

Ms. Betina Gardner, Vice President for University Development and Alumni Engagement, and Executive Director of EKV Foundation, presented a report on the progress of the "Make No Little Plans" Campaign and the FY 22 fundraising report, a copy of which is incorporated herein and will be included with the official copy of the minutes.

6. Dr. Sara Ziegler, Academic Affairs Update

Dr. Sara Zeigler, Provost and Senior Vice President for Academic Affairs, presented the academic affairs update, including the progress of several college Dean searches, the faculty position approval process, and the academic program review procedures to name a few. The presentation is incorporated herein and will be included with the official copy of the minutes.

7. Dr. David T. McFaddin, Strategic Plan Executive Summary Presentation

Dr. David T. McFaddin, President, gave a presentation covering the strategic plan executive summary and the proposal for the vision and mission statement for the university, a copy of which is incorporated herein and will be included with the official copy of the minutes.

C. Additional Reports to the Board

1. Written Reports

a. Dr. Richard Crosby, Faculty Senate Chair

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

b. Dr. Caelin Scott, Staff Council Chair

Dr. Caelin Scott, Chair of Staff Council, submitted a written report to the Board, including the report of newly elected members, and an upcoming holiday event, a copy of which is incorporated herein and will be included with the official copy of the minutes.

c. Ms. Jenna Grace Smith, Student Government Association President

Ms. Jenna Grace Smith, President of Student Government Association, delivered the following report:

Members of the board,

It is an honor to be here with you all today. The Fall semester was a busy and exciting time for EKV's Student Government Association. The organization accumulated many successes in collaboration with several departments on campus. We are especially thankful for our relationship with student life and our seat on the Exceptional Eastern Experience Committee. Together, we have been able to provide multiple opportunities for students to enhance their student experience.

Our Campus Activities Board led by Jake Wever has doubled in membership this year and has set records for attendance at multiple events including their annual Welcome Back Bingo and Midnight Breakfast.

The Student Senate, which is led by Ken Nguyen, passed over 20 pieces of legislation that support student interest and recognize invaluable students, staff, and faculty at Eastern Kentucky University. Additionally, the senate approved the expenditure of \$16,586.50 for Registered Student Organizations. Finally, they completed a safety walk of campus accompanied by over 15 faculty and staff to identify issues on the campus to make it a safer and more accommodating learning and living environment.

The Office of the President has seen great monuments of success in pursuit of their respective initiatives. The Office of Sustainability collected over 15,000 lbs. of bottle caps to support their goal of placing recycled benches on the campus. They also hosted more than 10 outside events to promote sustainability and environmentally friendly enterprises. The Office of Public Relations has multiplied in membership by 7 and maintained relationships internally and externally across the board.

Even with so many things to be proud of this semester, I truly believe our administration's best days are ahead of us. Each branch has several exciting things on the books including the new Mental Health Week that will be in collaboration with the entire campus, the annual Sheila Presley

Diversity Week, and our 2nd annual Earth Week all set to launch soon after the arrival of students in January.

I cannot express the immense pride and honor I feel to share these successes with you each of you today and think of the remaining time I have to represent a body that prioritizes student advocacy on the highest level. I look forward to another semester in collaboration with many of you, and at this time I will take any questions or comments that the board may have.

3. Dr. David T. McFaddin, President

President David McFaddin delivered the following report:

This past weekend we proudly watched many of our students walk across the stage for this year's fall commencement ceremonies. It is always gratifying to celebrate this accomplishment with the students and their family and friends. As we enter this season of both reflection and rededication, I am more excited than ever to be at Eastern Kentucky University.

Strategic Plan

Today I am pleased to present the final draft of the Strategic Plan for approval. Our faculty and staff have provided thoughtful feedback throughout this process. I am confident that this plan will carve a transformative path for ECU in the region and across the Commonwealth for the next decade and beyond.

Economic Impact Highlights

Thank you to Dr. James Maples, Dr. James Blair, and Kobe Perry for their work on [The Economic Impact of Eastern Kentucky University 2021 Edition](#). Their study highlights the significant impact that ECU brings to the local and state economy. They estimate ECU generates \$580.63 million dollars in university-based, student, and visitor expenditures each year, supporting more than 6,600 jobs and \$247.01 million in labor income in Madison County and the surrounding region. We will be utilizing their study to engage stakeholders about the impact that ECU has on the economy.

Performance Distribution and Healthy You Incentive

I appreciate the consideration of the Board of Regents of the Performance Distribution and the ECU Wellness Incentive. The \$1,000 distribution acknowledges the hard work of our team as they continue to work to attract and retain our talented students. In addition, the \$500 Healthy You incentive, through the ECU's Wellness Program, recognizes the role that a vaccinated employee population has in mitigating ECU's health insurance costs and reducing absenteeism.

This investment in our ECU family is one that continues us down a path to fulfill our commitment to addressing meaningful and sustainable compensation for our employees. Over the past six months, since the passage of the FY 22 budget, our board and administration have worked

together to invest approximately \$5.1 million in our full-time employees, which represents a 6.0% increase in compensation. While we understand there is still much work to do in this area, we hope everyone sees that our commitment is strong to invest in our people.

Mask Optional Status

Collectively, our efforts help to limit the spread of COVID-19, ensuring a healthy and safe campus community. From December 6, 2021, through January 14, 2022, masks will be optional for employees and students in both indoor and outdoor settings. Currently, ECU's full-time employee population is 85% vaccinated. In addition, events hosted on campus during this time will also be mask-optional. Due to the continually changing environment of the virus, we will reevaluate masking policies for the spring semester and release a plan before January 16, 2022.

Domestic and International Travel

In other COVID news, domestic and international travel on behalf of ECU is now reauthorized. For international travel, full vaccination is required unless an exemption is approved. For full details on the updated travel policy, visit the travel site at the [ECU Travel Regulations](#) page.

Winter Term Enrollment

This year we moved the fall semester a week earlier to put us in line with the standard 16-week semester that is seen by our sister institutions. The Winter Term enrollment increased in total enrollment over the last year by more than 43%, with total hours of classes enrolled at approximately 50% more than last year.

Accomplishments

As 2021 comes to a close, it is important to reflect upon some accomplishments we made together this year:

- Every undergraduate student received free textbooks through ECU BookSmart.
- We achieved a nearly 10% increase in new students, the only public institution in Kentucky to have positive increases this year.
- We experienced the biggest year of giving in school history, which will allow us to provide more opportunities to students as they pursue their educational goals.
- Students are better equipped to pursue those educational goals through E-campus, which offers more programs and more flexibility than ever.
- Our work with student veterans is recognized again as ECU was ranked 9th in the nation as Best for Vets.
- The ECU Nursing program celebrated 50 years of training Kentucky nurses.
- We remain the premier aviation flight program in the Commonwealth, including

national recognition for our flight instructors.

- EKU ranked first in placing bachelor's graduates in the Kentucky workforce.

These successes are thanks to the commitment of our Board of Regents, staff, faculty, alumni, and student body. Thank you each for your contribution to making Eastern the School of Opportunity.

Melissa & I wish you the Happiest of Holidays!

One Eastern,
David T. McFaddin

[The Chair adjourned for a recess at 11:30 a.m. The meeting reconvened at 11:41 a.m. Regent Marion called the roll and established that a quorum was present.]

4. Mr. Lewis Diaz, Chair of the Board

Chair Lewis Diaz delivered the following report:

As we've gone through the morning's presentations, we've heard a lot about how people are working in partnership. Sometimes I think about the university in the way of a tripod, a seat or stool with three legs, and if you kick one of the legs out, it just doesn't work anymore. Here at the university the three legs are the faculty, the student, and the staff, and it takes all three working in a partnership for us as an institution to really achieve our maximum capacity and capability. I want to encourage and emphasize how important it is that we have a faculty and staff that work together, and a student population that's engaged, that wants to be here, and wants to excel and utilize the offerings of this institution to help set the foundation for a lifetime of success.

This weekend's graduation ceremonies were a wonderful reminder of what it is that we do at Eastern Kentucky University. Over 1,100 students graduated with Associate, Bachelor's, Master's, and Doctoral degrees. I'm reminded of two students, one who spoke about a chance encounter with a casual criminal that changed the course of their career and set them on a path to obtaining an advanced degree from our Criminal Justice program. They are currently working as a law enforcement officer, and we were a part of their story and of them achieving the things they want to achieve.

We also heard from another student, who comes from our traditional service region in Eastern Kentucky, who talked about growing up in poverty, and about the psychological challenges that they had to overcome to feel like they belonged at the institution and was capable of success. That story is one that is familiar to me as an immigrant. When you're new to a country and you don't know the way that things operate, you don't have parents that know the way that things operate, sometimes you almost feel like an imposter, trying to find your way in an

environment where you're just not familiar. For me, there is a kindredness to that student's story of coming from poverty in Eastern Kentucky versus growing up in poverty in an urban area that's primarily diverse, South Florida in my case. I think there's a nexus and a connection there, for me personally. I understand that the story of poverty doesn't really have a color but that there are challenges, and it's so rewarding that this institution gets to play a part in changing the narrative for that student, and their heirs, because the trajectory of their life as a first-time college graduate, will change forever. That happens because of the partnership we have here between the faculty, the staff, and the students. So, thank you all for that.

I also want to recognize the hard work of the administration. As Regent Marion, stated there's a lot of time and intellectual bandwidth that goes into figuring out how to create positive outcomes for faculty, staff, and students, and how to create positive experiences so that Eastern Kentucky University is viable piece to the story for each student that we touch through the people that work here. My compliments to you, Mr. President, on moving the institution forward in a positive way. There's an old saying that my high school football coach used to say, and that is, "When you lose, you say very little, and when you win, you say even less", and right now, I feel like we are winning so I'm just going to be quiet now and move to the action items.

Action Items

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

A. Approval of Audit Report for FY Ending June 30, 2021

A motion was made by Regent Duerson to approve the audit report for fiscal year ending June 30, 2021. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

B. Approval of Model Laboratory School Tuition & Fees for 2022-23

A motion was made by Regent Tye to approve Model Laboratory School Tuition & Fees for 2022-23. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

C. Approval of Performance Distribution Payment and Healthy U Incentive Payment for Defined Employees

A motion was made by Regent Marion to approve Performance Distribution Payment and Healthy U Incentive Payment for Defined Employees. The motion was seconded by Regent Duerson. Regent Marion as Board Secretary called the roll, and the motion passed unanimously by roll call vote.

[Prior to the conclusion of the meeting, Regent Marion indicated that he had failed to record his vote of yes for this Action Item, and wanted it on the record that he voted yes]

D. Approval of the Minutes for the Full Board Meeting on September 23, 2021

A motion was made by Regent Castro to approve the minutes from the September 23, 2021, Board meeting. The motion was seconded by Regent Ward. The motion passed unanimously by voice vote.

E. Approval of Strategic Plan Executive Summary

A motion was made by Regent Long to approve the strategic plan executive summary. The motion was seconded by Regent Duerson. The motion passed unanimously by voice vote.

F. Approval of Personnel Actions

Chair Diaz made a quick note to the Board that they are statutorily required to approve every hire, and this is done in the form of ratification. The Board has authorized the President to take Personnel actions, but the Board must make a formal approval to support the action. A motion was made by Regent Ward to approve the Personnel Actions Report. The motion was seconded by Regent Eaves. The motion passed unanimously by voice vote.

G. Approval of Degree Candidates for December 2021

A motion was made by Regent Long to approve the degree candidates for December 2021. The motion was seconded by Regent Tye. The motion passed unanimously by voice vote.

H. Approval of the Report from the Council of Academic Affairs

Dr. Sara Zeigler, Provost & Senior Vice President indicated that there were three new certificate programs in the College of Business for the Board's approval. A motion was made by Regent Eaves to approve the report from the Council of Academic Affairs. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

I. Recommended Sabbatical Program Participants for 2022-2023

Chair Diaz directed the Board to page 170 of the agenda where a summary was included of the work done by faculty members while on sabbatical, as well as the value proposition of that work. The Chair noted that the President follows up to ascertain the work was completed. Chair Diaz indicated his appreciation for the information and the work the faculty members complete during that time. Dr. Zeigler indicated that faculty are required to submit a report within 90 days of completing their sabbatical.

A motion was made by Regent Babbage to approve the recommended sabbatical program participants for 2022-2023, indicating that she would like to see faculty follow-up reports included in the future Board minutes. Dr. Zeigler indicated she would share that information with the Board. The motion was seconded by Regent Marion. The motion passed unanimously by voice vote.

J. Approval of Athletics Sports Sponsorship

Matt Roan, VP and Director of Athletics proposed the re-instatement of the Men's and Women's Tennis Programs. A motion was made by Regent Long to approve the reinstatement of these two programs. The motion was seconded by Regent Babbage. Chair Diaz stated for the record, that at the time the difficult decision was made to eliminate the tennis programs, Regent Babbage expressed her concern to do so. Regent Marion, Board Secretary called the roll, and the motion passed unanimously by roll call vote.

K. Approval of Regularly Scheduled Board Meeting Dates for 2022

A motion was made by Regent Castro to approve the regularly scheduled board meeting dates for 2022. The motion was seconded by Regent Duerson. The motion passed unanimously by voice vote.

L. Discussion and/or action related to the President's Performance Evaluation

Chair Diaz mentioned the Board is required by statute to perform an evaluation of the President on an annual basis. He explained that this was not something that has existed through the university's history but became a requirement in statute during the 2016 or 2017 legislative session.

The Chair asked Regent Marion and Regent Ward if they would co-lead the evaluation, and then Regent Duerson also became involved. The Board was very fortunate to have three Regents who were willing to do the work. The Student Body President and Student Regent, Jenna Smith, also engaged in conducting an evaluation involving students, lending to a robust evaluation of the President. Other groups involved included Faculty Senate, Staff Council, and the Student Body.

Chair Diaz gave the floor to Regent Marion, Regent Duerson, and Student Regent Jenna Smith respectively, to share those findings. Following their summaries, the Chair deemed the President's Evaluation concluded.

New Business

A. Board Self-Evaluation

Chair Diaz indicated that the Board is also required by statute to perform an annual self-evaluation. He encouraged the Board members to express how they feel the meetings are going, and how the Board is progressing overall. The Chair expressed that he is pleased with the level of engagement from the Board members.

He also indicated that he wants to reinstate the Committee meetings now that the Board is meeting in person again and is looking for feedback from the Board on that topic as well.

B. Discussion and/or action related to President's Extension Contract

Chair Diaz shared that within the President's contract, there is a sentence that invites him to request an annual extension from the Board. That provision gives the President an opportunity to request the extension, and in doing so, he is informing the Board that he has a desire to continue serve as the university's President for an ongoing period.

The request before the Board by the President is to extend the term of his contract by one-year effective January 1, 2022, through December 31, 2025. A motion was made by Regent Tye to extend the President's contract. The motion was seconded by Regent Babbage. Regent Marion, Board Secretary called the roll, and the motion passed unanimously by roll call vote.

Executive Session

No executive session was held.

Adjournment

There being no further business, Chair Diaz adjourned the meeting at 12:34 p.m.



Jeremiah Duerson

2/25/22
Date