



AGENDA

EASTERN KENTUCKY UNIVERSITY
BOARD OF REGENTS

QUARTERLY MEETING

Friday, February 25, 2022



AGENDA

**Eastern Kentucky University
Board of Regents**

Quarterly Meeting

February 25, 2022

Eastern Kentucky University
Board of Regents

Quarterly Meeting
Agenda

February 25, 2022
9:00 a.m.

Partially Via Video Teleconference

Primary Physical Viewing Location:
Powell 219
Eastern Kentucky University

- I. Call to Order
- II. Election of Officers
- III. Information Items
 - A. University Reports
 - 1. Student Life Update (**Dr. Dannie Moore**, Vice President) 2
 - 2. Student Success & Enrollment Update (**Dr. Tanlee Wasson**, Senior Vice President) 12
 - 3. Financial Update (**Barry Poynter**, Senior Vice President)..... 20
 - 4. Development Update (**Betina Gardner**, Vice President) 28
 - 5. Academic Affairs Update (**Dr. Sara Zeigler**, Provost & Senior Vice President)
 - 6. Athletics Update (**Matt Roan, J.D.**, Vice President and Director of Athletics) 36
 - 7. Communication and Brand Management Update (**Colleen Chaney**, Chief of Staff & Chief Communications Officer)
 - 8. Legislative Update (**Ethan Witt**, Assistant Vice President)
 - B. Additional Reports to the Board
 - 1. Written Reports;
 - a. Faculty Senate Update (Dr. Richard Crosby, Chair) 56
 - b. Staff Council Update (Dr. Caelin Scott, Chair) 57
 - 2. Jenna Smith, SGA President;
 - 3. Dr. David T. McFaddin, President;
 - 4. Lewis Diaz, J.D., Chair of the Board;
- IV. Action Items
 - A. Approval of the Minutes for the Full Board Meeting on December 9, 2021 (**Lewis Diaz**) 58
 - B. Approval of the Personnel Actions (**Dr. David T. McFaddin**) 69
 - C. Approval of Degree Candidates for Spring 2022 (**Dr. Sara Zeigler**)..... 75
 - D. Innovation Fund Presentations & Awards (**Dr. Tom Martin**, Associate Provost)
- V. New Business
- VI. Executive Session
- VII. Adjournment



Eastern Kentucky University

E3 Update



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.



Student Participation

- 2000+ Powell Palooza
- 650 Welcome Back Bingo
- 500+ Colonel Craze
- 395 Meet the Greeks
- 1000 Colonel-val
- 600 JD Shelburne Concert
- 300 Homecoming Bingo
- 800 Colonel Corn Roast
- 150 Scream in the Ravine
- 300 Zips & Zombies
- 550 Boo Bash
- 1296 Midnight Breakfast
- 600 WinterFest





**PROJECT
LGBTQ+ INITIATIVES
TRANSFORM**

Want a new look? Join us for this fabulous makeover party!
October 29, 2021 4pm
Powell 13: Lower Level, Behind Starbucks

New Wardrobe	Makeup Tutorials	Beards 101
Go shopping in Student Life's Closet Transform! Get up to 3 top and 1 bottom garments!	Live instructional workshops and giveaways! Learn to do eyes, contour, and day-wear.	Live tutorial by a licensed barber from right here in Richmond! Beard supply giveaways.

THE CENTER FOR
Inclusive Excellence & Global Engagement
AT EASTERN KENTUCKY UNIVERSITY

To request accommodations, contact accessibility@eku.edu
For all other questions, contact lgbtq@eku.edu



Please join us for the
Latino Street Fair
The event is dedicated to highlighting the diversity of Latinx cultures across the globe.
Wednesday, September 29 from 10am - 2pm. Powell Plaza
EKU



EKU EASTERN KENTUCKY UNIVERSITY
**BLACK HISTORY MONTH
2022**
FEBRUARY EVENTS
Organized in collaboration with:
The Division of Diversity, Equity, Inclusion and Student Life | Center for Africana Engagement
Africana & African American Studies | Black Student Union | African Students Association

FOR MORE INFORMATION:
Director, CEIE:
Ronald Jackson ronald.jackson@eku.edu
Black History Month Committee Chair & Organizer:
Dr. Bruce E. Mitchell bemitchell@eku.edu
CEIE SOCIAL MEDIA:
[eku_inclusive](https://www.facebook.com/eku_inclusive)

Design by an EKU student:
Blanca Aparicio
Student Graphic Designer in CEIE

Diversity Programming





7:11 5G

Search Eastern Kentucky Univer...

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Eastern Kentucky University 16h · 🌐

Mark your calendars, Colonels! Pete Davidson is coming to the #Eku Center for the Arts. Ticket reservation for this E3 event starts next... See More

EKU A COMEDIC CONVERSATION WITH **PETE DAVIDSON**

FEATURING STAND-UP COMEDY WITH **RICKY VELEZ**

MARCH 24 - Eku CENTER FOR THE ARTS
RESERVE YOUR SEAT BEGINNING Monday, FEBRUARY 7 @ 5:00PM

303 393 Comments 713 Shares

Contact Us

www.eku.edu

Home Watch Marketplace Groups Notifications Menu

13h Like Reply 1

I know! It was T-Pain in November! It's crazy!

13h Like Reply

3d · 🌐

It's a great day to be a Colonel

Show attachment

2

2 Shares

3d · 🌐

murray, take notes please

Show attachment

1 Share

Like Share

3d · 🌐

Why doesn't MSU care about us like this?

Show attachment

1 2 Comment

8 Like Share

7:44 LTE

Eastern Kentucky University's post

Like Reply

why do y'all get all the cool stuff 😂

6h Like Reply 1

h maybe bc we're the superior school??

6h Like Reply 1

Seems like a lie but go off 😂

5h Like Reply

uh we get free books and Pete Davidson, is that not enough?

3h Like Reply

Write a reply...

Write a comment... GIF

Home Marketplace Pages News Notifications Menu

A hand holding a compass over a desert road. The hand is wearing a green long-sleeved shirt. The compass is a standard analog compass with a white face and black markings. The background shows a paved road stretching into the distance, flanked by dry, yellowish-brown hills and a body of water on the left. The scene is captured in bright, warm light, suggesting a sunny day.

Where do we go from here?





www.eku.edu



Eastern Kentucky University

Excellence in Student
Success

Fall 2022 Recruitment



New Freshman Goal = 2,750



Applications = 7,967 ↑
18%

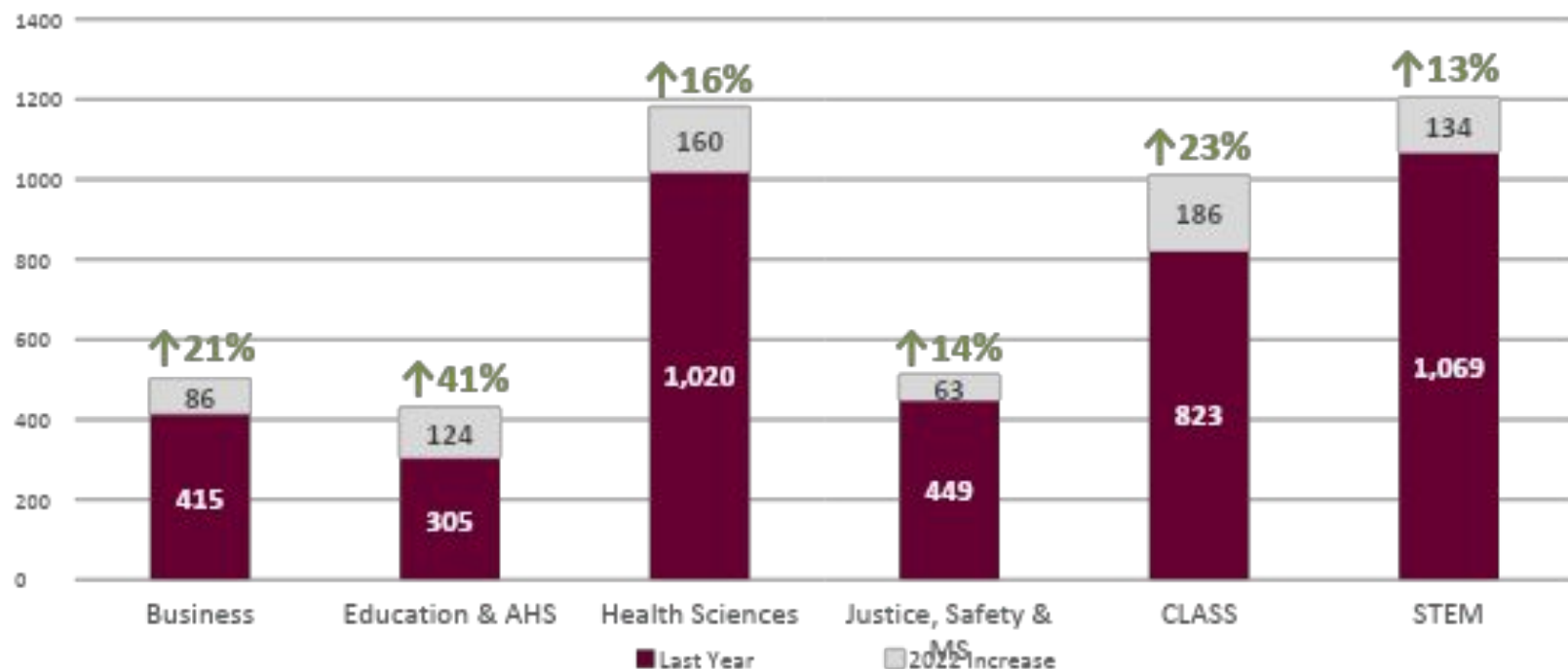
Passed last year's in state applications on January 8th and all applications on January 26th



Admits = 6,752 ↑ 20%

Passed last year's in state admits on January 27th and expect to pass total admits in early February

Fall 2022 Admits by College



Doing the Little Things that Lead to Excellence

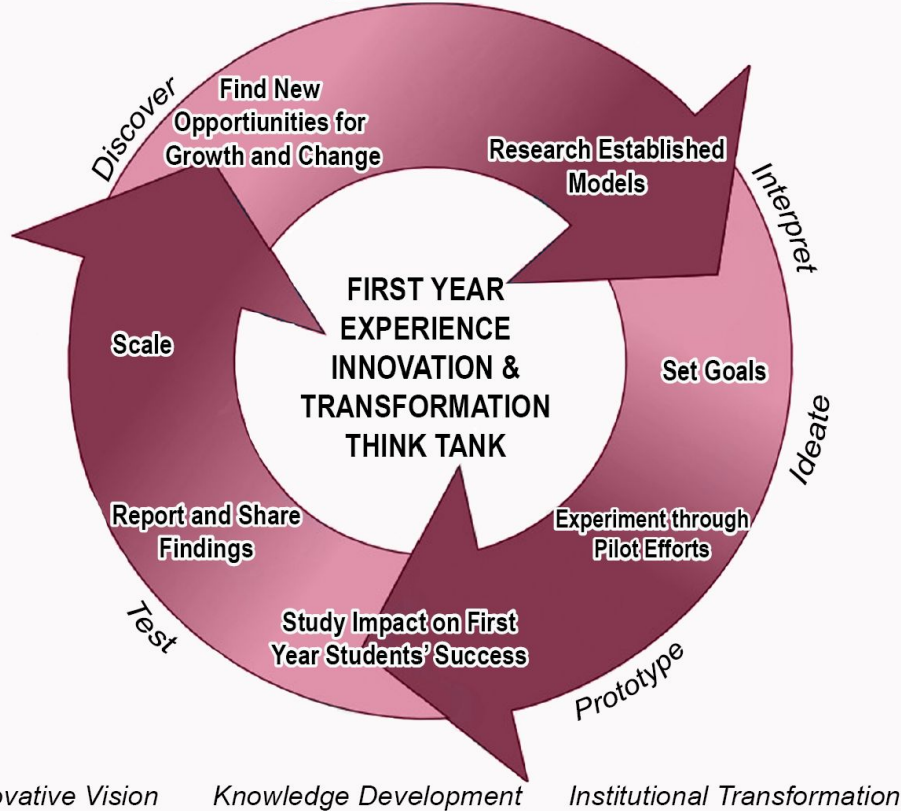
- Application decision time has decreased by more than 50%
- Application completion has increased by nearly 30%
- Foundation scholarship application increased the amount of student awards by more than \$100 Thousand (9%)
- Implementation of FA Self-service through Banner 9 will reduce confusion and remove barriers
- New advising and registration will increase access, flexibility, improve registration accuracy, and reduce time to degree

Transformation in Progress: One-Stop Student Services

Vision
+
People
+
Process
+
Technology

Students Experience Excellence





Innovation in the Freshman Experience



Problem = increased FR suspension

Suspension <1.0 GPA
Not limited to low admission criteria or at-risk populations



Opportunity to reimagine the academic and support experience in the first-year



Faculty and staff experts develop and test innovative practices to help more students realize success in the first year and beyond

Expect Excellence

- Change is constant
- Knowledge will drive innovation
- Excellence doesn't come from perfection
- Be patient



Questions?



www.eku.edu



Eastern Kentucky University

Financial Update

February 25, 2022

Budget to Actual Summary

* Preliminary / Draft - Unaudited

December 31, FY 2021-22	Revenue			Expense			Change in Net Position
	Revised Revenue Budget	Actual Revenue	Percent Realized	Revised Expense Budget	Actual Expense	Percent Realized	
Fund							
Education & General	235,089,192	176,720,206	75.17%	253,497,745	125,706,971	49.59%	51,013,235
Auxiliary	28,657,597	14,704,595	51.31%	28,657,597	13,253,745	46.25%	1,450,850
Subtotal Operations	263,746,789	191,424,801	72.58%	282,155,342	138,960,716	49.25%	52,464,085
Federal HEERF Support	18,408,553	6,198,221					6,198,221
Total	282,155,342	197,623,022		282,155,342	138,960,716		58,662,306

December 31, 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	216,329,506	164,397,885	75.99%	216,329,506	107,047,535	49.48%	57,350,350
Auxiliary	27,052,274	11,751,196	43.44%	27,052,274	10,928,726	40.40%	822,470
Subtotal Operations	243,381,780	176,149,081	72.38%	243,381,780	117,976,261	48.47%	58,172,820
Federal HEERF Support *		-					-
Total	243,381,780	176,149,081		243,381,780	117,976,261		58,172,820

* In the prior fiscal year, HEERF funds were not recorded until May 2021.

E & G Revenue by Classification

* Preliminary / Draft - Unaudited

Revenue Source	FY 2021-22			FY 2020-21			Variance
	Revised Revenue Budget	Actual Revenue	Percent Realized	Revised Revenue Budget	Actual Revenue	Percent Realized	
Tuition & Class Fees	142,845,856	128,987,512	90.30%	135,518,009	122,452,688	90.36%	6,534,824
State Appropriations	74,444,100	40,944,300	55.00%	65,731,200	35,977,800	54.73%	4,966,500
Government Grants & Contracts	2,400,370	284,046	11.83%	2,913,963	753,469	25.86%	(469,424)
Private Gifts, Grants & Contracts	960,691	934,993	97.32%	666,715	398,347	59.75%	536,646
Educational Sales & Services	6,151,792	4,318,031	70.19%	5,627,627	3,982,877	70.77%	335,154
Other Sources	8,286,383	1,251,325	15.10%	5,871,992	832,704	14.18%	418,621
Total	235,089,192	176,720,206	75.17%	216,329,506	164,397,885	75.99%	12,322,321

E & G Expense by Classification

* Preliminary / Draft - Unaudited

Expense Classification	FY 2021-22			FY 2020-21			
	Revised Expense Budget	Actual Expense	Percent Realized	Revised Expense Budget	Actual Expense	Percent Realized	Variance
Instruction	87,951,877	44,369,247	50.45%	83,154,781	39,244,060	47.19%	5,125,186
Research	497,446	79,452	15.97%	549,851	109,410	19.90%	(29,958)
Public Service	1,632,503	751,839	46.05%	2,112,795	827,956	39.19%	(76,117)
Academic Support & Libraries	24,969,678	12,612,976	50.51%	24,713,767	12,506,055	50.60%	106,921
Student Services	21,041,070	11,339,278	53.89%	18,848,890	8,841,719	46.91%	2,497,559
Institutional Support	50,470,913	23,417,642	46.40%	23,665,376	14,216,989	60.08%	9,200,653
Operation & Maintenance of Plant	23,509,585	11,178,594	47.55%	24,686,199	10,498,785	42.53%	679,809
Scholarships & Fellowships	43,424,672	21,957,943	50.57%	38,597,847	20,802,562	53.90%	1,155,381
Total	253,497,745	125,706,971	49.59%	216,329,506	107,047,535	49.48%	18,659,436

Budget to Actual Summary – Auxiliary

** Preliminary / Draft - Unaudited*

	Revenue			Expense			
December 31, FY 2021-22							
Auxiliary Unit	Revised Revenue Budget	Actual Revenue	Percent Realized	Revised Expense Budget	Actual Expense	Percent Realized	Change in Net Position
Adams Tennis Center	62,000	48,972	78.99%	62,000	33,482	54.00%	15,490
Airport FBO	675,670	452,448	66.96%	675,670	470,523	69.64%	(18,075)
Campus Recreation Center	1,443,850	964,698	66.81%	1,443,850	547,381	37.91%	417,317
Center for the Arts	1,181,840	769,972	0.00%	1,181,840	802,292	0.00%	(32,319)
Community Education	272,000	91,334	33.58%	272,000	121,910	44.82%	(30,576)
Eastern Progress	34,674	-	0.00%	34,674	8,908	25.69%	(8,908)
Facilitation Center	240,459	72,760	30.26%	240,459	124,828	51.91%	(52,068)
Housing	19,422,394	9,239,422	47.57%	19,422,394	8,775,163	45.18%	464,258
OSHA Training Center	328,000	186,692	56.92%	328,000	144,113	43.94%	42,579
Parking Operations	1,305,000	1,338,605	102.58%	1,305,000	575,126	44.07%	763,479
Printing Services	750,000	502,758	67.03%	750,000	435,672	58.09%	67,086
University Club at Arlington	1,537,400	937,550	60.98%	1,537,400	763,609	49.67%	173,941
WEKU Public Radio	1,274,294	89,269	7.01%	1,274,294	385,547	30.26%	(296,278)
White Hall State Historic Site	130,016	10,115	7.78%	130,016	65,190	50.14%	(55,076)
Total	28,657,597	14,704,595	51.31%	28,657,597	13,253,745	46.25%	1,450,850

Budget to Actual Summary – Auxiliary

* Preliminary / Draft - Unaudited

December 31, FY 2020-21	Revenue			Expense			Change in Net Position
	Revised Revenue Budget	Actual Revenue	Percent Realized	Revised Expense Budget	Actual Expense	Percent Realized	
Auxiliary Unit							
Adams Tennis Center	67,000	27,134	0.00%	67,000	25,661	0.00%	1,473
Airport FBO	400,200	278,756	69.65%	400,200	232,879	58.19%	45,877
Campus Recreation Center	1,443,850	1,132,690	78.45%	1,443,850	537,171	37.20%	595,519
Center for the Arts	-	3,650	0.00%	-	136,868	0.00%	(133,218)
Community Education	263,000	141,987	53.99%	263,000	141,025	53.62%	962
Eastern Progress	25,630	-	0.00%	25,630	5,036	19.65%	(5,036)
Facilitation Center	172,816	61,199	35.41%	172,816	78,930	45.67%	(17,731)
Housing	19,004,833	7,807,972	41.08%	19,004,833	7,685,326	40.44%	122,646
OSHA Training Center	328,000	160,447	48.92%	328,000	126,416	38.54%	34,031
Parking Operations	1,700,000	1,025,499	60.32%	1,700,000	386,259	22.72%	639,240
Printing Services	865,000	321,969	37.22%	865,000	332,557	38.45%	(10,588)
University Club at Arlington	1,680,000	693,487	41.28%	1,680,000	732,552	43.60%	(39,065)
WEKU Public Radio	1,026,510	87,077	8.48%	1,026,510	438,270	42.70%	(351,193)
White Hall State Historic Site	75,435	9,329	12.37%	75,435	69,777	92.50%	(60,447)
Total	27,052,274	11,751,196	43.44%	27,052,274	10,928,726	40.40%	822,470

Actual Performance Comparison - Auxiliary

<i>* Preliminary / Draft - Unaudited</i>			
Auxiliary Unit	Change in Net Position		
	FY 2021-22	FY 2020-21	Variance
Adams Tennis Center	15,490	1,473	14,017
Airport FBO	(18,075)	45,877	(63,952)
Campus Recreation Center	417,317	595,519	(178,202)
Center for the Arts	(32,319)	(133,218)	100,899
Community Education	(30,576)	962	(31,538)
Eastern Progress	(8,908)	(5,036)	(3,872)
Facilitation Center	(52,068)	(17,731)	(34,337)
Housing	464,258	122,646	341,612
OSHA Training Center	42,579	34,031	8,548
Parking Operations	763,479	639,240	124,239
Printing Services	67,086	(10,588)	77,675
University Club at Arlington	173,941	(39,065)	213,005
WEKU Public Radio	(296,278)	(351,193)	54,915
White Hall State Historic Site	(55,076)	(60,447)	5,372
Total	1,450,850	822,470	628,380

Questions?



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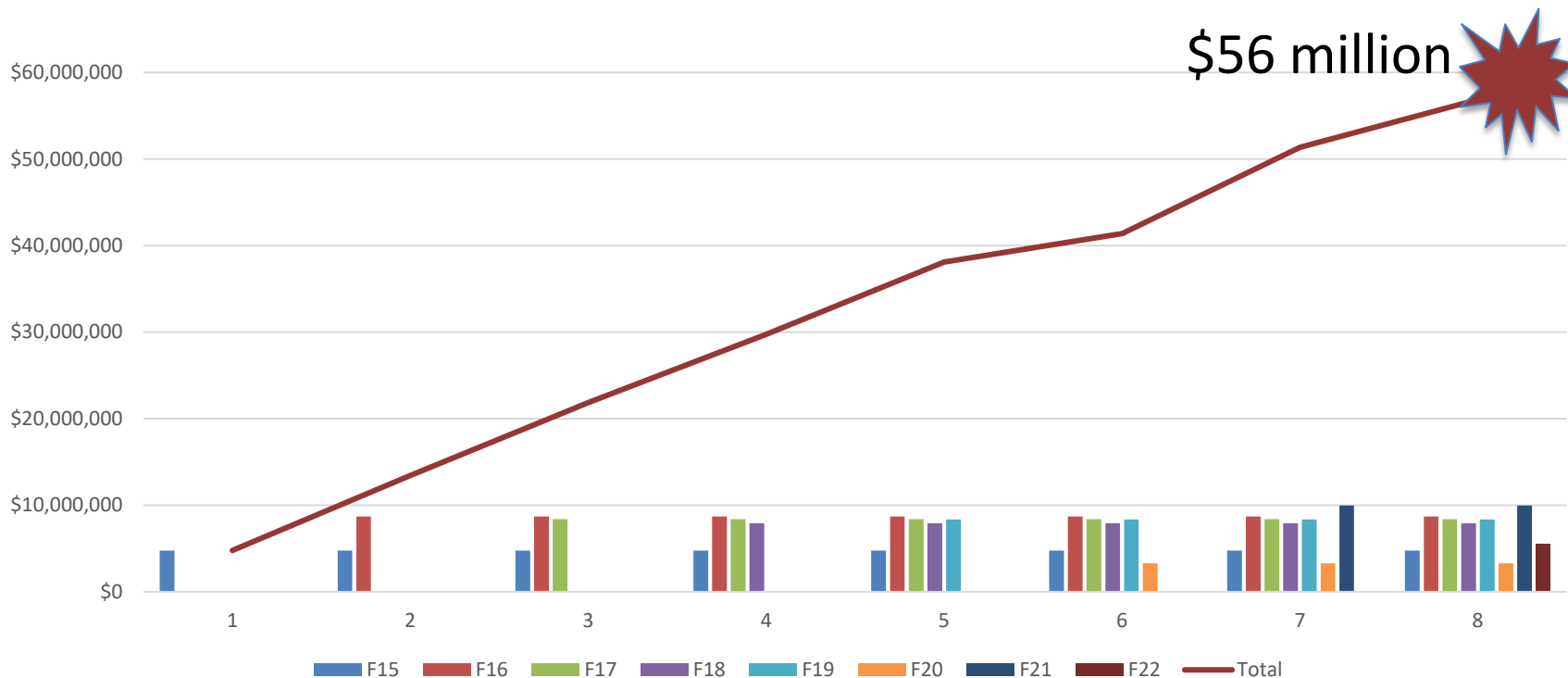
Eastern Kentucky University

Development and Alumni Engagement

Betina Gardner

Make No Little Plans Campaign

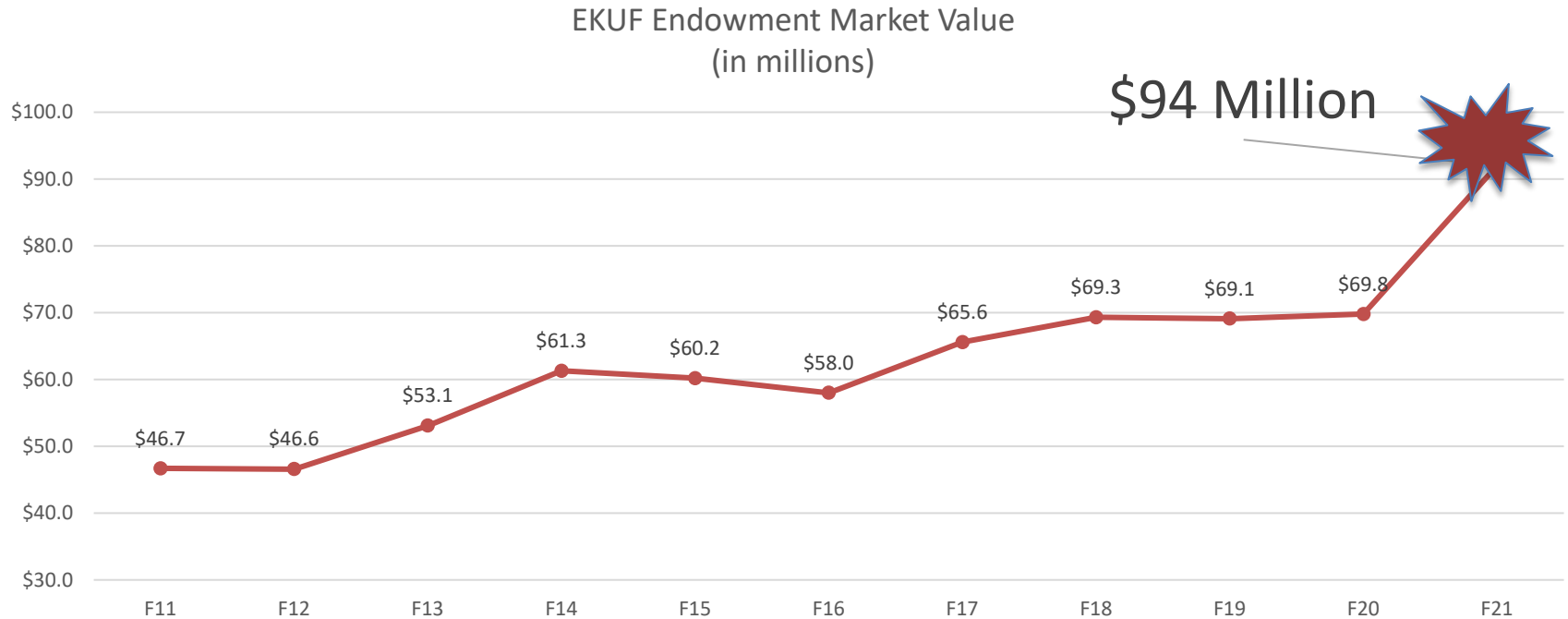
December 31, 2021



FY22 Fundraising Report

	2015	2016	2017	2018	2019	2020	2021	2022 (as of 12/31/21)	Total
Gifts Received	\$3,624,907	\$3,784,106	\$4,362,227	\$2,804,301	\$2,712,445	\$2,369,235	\$6,385,780	\$3,264,106	\$29,307,106
Planned Gifts	\$1,050,000	\$3,127,579	\$2,948,586	\$4,725,000	\$5,487,800	\$610,000	\$3,505,000	\$2,238,500	\$23,692,465
New Pledges	\$75,000	\$1,784,874	\$1,086,523	\$369,644	\$145,000	\$305,000	\$77,500	\$45,000	\$3,888,541
TOTAL	\$4,749,907	\$8,696,559	\$8,397,336	\$7,898,945	\$8,345,245	\$3,284,235	\$9,968,280	\$5,547,606	\$56,888,112

Endowment Market Values



Annual Giving Campaigns

- Giving Day is Wednesday, April 13 with a goal of 2,022 donors in 24 hours. This year's #GiveBigE plans include a concert for students.
- 337 donors have paid it forward with gifts totaling \$59,000+ to the General Endowed Scholarship since the Pay It Back To Pay It Forward campaign launch last April.
- The Socktober campaign resulted in 200 pairs of socks donated to the Colonel's Cupboard and \$17,000 given to scholarships.

Alumni Engagement



Up Next

- Focus on an active planned giving program
- Choose and implement a new software for fundraising and engagement
- Allocate \$2.4 million from the endowment
- Engage with our donor and alumni community
 - Giving Day on April 13
 - Keeneland on April 14
 - Scholarship Reception on April 28
 - Campaign Celebration on September 30

Questions?



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Eastern Kentucky University

Athletics & Campus Recreation Update

Board of Regents Report

2022 Colonel Scholar Night



Academic Excellence

- Concluded the Fall 2021 semester with a departmental GPA of 3.17, the highest fall GPA in department history
 - 20th straight semester above 3.0
 - 11 of 14 EKU teams earned a GPA of 3.0 or better
 - 67 S-As earned a 4.0, 115 made the Dean's List, and 230 Colonel Scholars



Basketball

- 12 WBB wins ties for the most wins in a season since 2016-17
 - ASUN Championships begin on campuses 3/1 and 3/2
- MBB planning to host another MTE in 2022-23
- WBB will play in Ireland in November as part of ASUN-MAAC Challenge



Softball

- Hosted successful Fan Day
- 17 games against top-100 RPI teams from 2021, and another 17 versus teams that finished 100-150
 - 10 teams that went to a NCAA regional and two that made Supers
- HOME opener 3/15
 - Conference opener 3/19-20



Baseball

- 28 HOME games
 - Kentucky State
 - Ohio
 - Marshall
 - Dayton
 - Bowling Green
 - WKU
 - NKU
 - Xavier
 - Morehead State
- Chick-fil-A First Pitch Dinner attendance doubled

FREE ADMISSION, TAILGATING, AND FAMILY FUN!

SPRING GAME

april 30
3:00 PM

ROY KIDD STADIUM



Football

- **Spring Ball
kicks off 4/5**

- **Suits for Seniors**
 - 4/29, 6 pm registration
 - Job Fair (WCC)



Golf

- Women's Golf won first Coast Classic by 11 shots
 - Three individual top-10 finishes



Track & Field

- Indoor
 - Senior Quantasia Perry broke her own school record in the indoor 200 meters as the team opened the indoor season at Louisville's Cardinal Classic
 - All-American Ahmed Jaziri ran the second-fastest indoor mile in EKU history at the Camel City Invitational in Winston-Salem, North Carolina – No. 1 in the ASUN
 - Three program records broken with top finishes by Felicia Phillips – women's 400 meters, Ahmed Jaziri – men's 3,000 meters, and the women's relay team of Quantasia Perry, Aniya Matthews, Felicia Phillips, & Alicia Recio – women's 4x40 meter relay



Beach Volleyball

- First-year HC Jeff Patton
- HOME tournament April 1-2
 - Austin Peay, Eastern Illinois, Jacksonville State, & North Alabama



E3 – Exceptional Eastern Experience

- Scholarship, housing, dining, and parking giveaways



50th Anniversary

50th Anniversary of Title IX

- We will celebrate throughout 2022-23 with marketing campaign and within our women's sports events



EKU Reinstates Tennis

- Head coaching search ongoing



Florida Alumni Events

- Playing FGCU and Stetson presented natural opportunities to engage
- High attendance and engagement



Campus Recreation

- Visits – Up nearly 5,000 visits in the first 3 weeks of the spring semester from '21 to '22
- Membership Revenue – 175% increase in **January** membership revenue from '21 to '22
- eSports – 2 intramural events in January that generated a reach of nearly 100 participants

E A S T E R N K E N T U C K Y U N I V E R S I T Y

COLONELS

— of one



NIL - One of One

- Student-athlete participation with collectives
- SB6 passed unanimously in the Senate, as amended
 - Allows institutions to participate

Elevate Eastern

- A Campaign for EKU Athletics
 - Support of State, University, and individuals and entities that care about EKU Athletics
- “Remember the past
– Build the future.”



*Unofficial logo

Growth

- 182+% of FY21 controllable revenues in FY22 in 6 months
 - Sponsorships have increased by 6.5% as of 2/1/2022
 - 120% increase in donations YOY as of 2/1/2022
 - Nearly 40% overall increase in Football attendance
 - Highest single-game FB student attendance since 2016
 - 67.6% average student attendance increase since 2018



New Video Boards

- Special thanks to donors
- New baseball and softball video displays



2022 Football



**Go Big E!
Expect 2 Win!**



Report of the Senate Chair
EKU Board of Regents Meeting
February 25, 2022

The Senate continues to meet by Zoom this semester due to the ongoing concerns of COVID.

Senate standing committees continue to work on their charges. On February 7th Budget Committee Chairman Senator Don Yow presented a compact budget report covering the last 5 years of ECU budgets. I had charged the committee to do this because many, if not most, senators are not aware of how budgeting works. The report may be found here:

[https://facultysenate.ecu.edu/sites/facultysenate.ecu.edu/files/files/Agendas/2021-22/02-07/Compact Budget Report 2022 final UPDATED.pdf](https://facultysenate.ecu.edu/sites/facultysenate.ecu.edu/files/files/Agendas/2021-22/02-07/Compact%20Budget%20Report%202022%20final%20UPDATED.pdf)

I recently sent out a survey on behalf of the Faculty Welfare Committee to all full-time faculty to gauge their feelings about compensation issues. That survey will form the basis of the Welfare Committee's report to the Senate at our April meeting. Since President McFaddin and his team are working diligently on next year's budget the effort seems timely.

The Elections and University Nominations Committee is gearing up for the Faculty Regent election with Zoom forums on February 28 and March 1, with voting opening on March 1 and closing on March 11. There will be a run-off if necessary, from March 21 through March 28.

Respectfully submitted,

Richard A. Crosby
Chair, Faculty Senate
ECU Foundation. Professor

Staff Council Report for the Board of Regents 2/25/2022

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

Staff Council hosted a retreat on February 8th to help orient our newly elected members to the Council. We were able to gather to have a fun yet informal meeting to get to know one another better, provide professional develop, and review Staff Council procedural information. We're very grateful that President McFaddin was able to join us to give a welcome and brief remarks. It helped communicate the importance of Staff Council to ECU and to our staff body as a whole and we are thankful for those words.

There are several members of the Council that will be heading to Frankfort on February 10th to join the Colonels at the Capitol Day. This is a wonderful opportunity for Staff Council members to voice our support for ECU and to hear directly from policymakers on the work being done. We are looking forward to robust conversation with the various representatives and government officials we'll be meeting with throughout the day as well as conversing with fellow Colonels who will be attending.

Our Executive Team will be meeting soon to work on editing the Staff Survey that was distributed in February of 2021. We had good participation in that survey, but also saw room for improvement in survey design, language, and the need for additional information. Results from this survey will help better guide Staff Council's initiatives and provide year over year data on various policies, recognition, and professional development.

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.

February 9, 2022

**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 ECU'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 ECU 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 ECU'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.

- EKV 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.

Dr. Jason Marion

Date

**Eastern Kentucky University
Personnel Statistics (Full-Time)
January 31, 2022 & 2021**

Job Category	Institutional			Sponsored Contract/Grant		
	Total Employees		Employee +/-	Total Employees		Employee +/-
	2022	2021		2022	2021	
Full-Time Faculty	564	578	(14)	2	2	-
Administrators/Deans	43	46	(3)	2	1	1
Full-Time Exempt	522	485	37	117	123	(6)
Full-Time Non-Exempt	335	369	(34)	29	31	(2)
Total:	1,464	1,478	(14)	150	157	(7)
Job Category	Total Salary		Budget +/-	Total Salary		Budget +/-
	2022	2021		2022	2021	
Full-Time Faculty	\$ 37,918,286	\$ 38,122,323	\$ (204,037)	\$ 79,465	\$ 103,175	\$ (23,710)
Administrators/Deans	\$ 5,810,870	\$ 6,102,967	\$ (292,097)	\$ 162,378	\$ 57,716	\$ 104,662
Full-Time Exempt	\$ 28,848,397	\$ 26,230,531	\$ 2,617,866	\$ 5,892,795	\$ 5,944,283	\$ (51,488)
Full-Time Non-Exempt	\$ 12,051,124	\$ 12,921,093	\$ (869,969)	\$ 1,091,402	\$ 1,166,418	\$ (75,016)
Total:	\$ 84,628,677	\$ 83,376,914	\$ 1,251,763	\$ 7,226,040	\$ 7,271,592	\$ (45,552)

**Eastern Kentucky University
Personnel Statistics (Part-Time)
January 31, 2022 & 2021**

Job Category	Institutional			Sponsored Contract/Grant		
	Total Employees		Employee +/-	Total Employees		Employee +/-
	2022	2021		2022	2021	
Part-Time Faculty	215	198	17	-	-	-
Graduate Assistants	166	164	2	-	1	(1)
Part-Time Exempt	80	86	(6)	31	39	(8)
Part-Time Non-Exempt	177	143	34	31	40	(9)
Total:	638	591	47	62	80	(18)
Job Category	Total Salary		Budget +/-	Total Salary		Budget +/-
	2022	2021		2022	2021	
Part-Time Faculty	\$ 844,597	\$ 739,695	\$ 104,902	\$ -	\$ -	\$ -
Graduate Assistants	\$ 814,800	\$ 849,800	\$ (35,000)	\$ -	\$ 5,600	\$ (5,600)
Part-Time Exempt	\$ 399,990	\$ 367,325	\$ 32,665	\$ 205,338	\$ 349,561	\$ (144,223)
Part-Time Non-Exempt	\$ 871,358	\$ 812,989	\$ 58,369	\$ 183,666	\$ 197,714	\$ (14,048)
Total:	\$ 2,930,745	\$ 2,769,809	\$ 160,936	\$ 389,004	\$ 552,875	\$ (163,871)

New Hires November 1, 2021 - January 31, 2022

<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>
Combs	Clay	1/1/2022	Lecturer	Dept of Safety & Security	FT Faculty	\$55,000
Grosso	Martha	1/1/2022	Assoc Professor	Hist, Philosophy & Relig Studies	FT Faculty	\$51,000
Kim	Daegeun	1/1/2022	Assistant Professor	Applied Human Sciences	FT Faculty	\$70,000
Kreutzer	Rebecca	1/4/2022	ASL Specialist III	Interpreter Training Program	FT Faculty	\$43,500
Lane	Samantha	11/8/2021	Model Lab Teacher	Model Laboratory School	FT Faculty	\$30,531
Lindon	Joseph	11/8/2021	Model Lab Teacher	Model Laboratory School	FT Faculty	\$38,821
Muhlenkamp	Shannon	1/1/2022	Clinical Faculty	School of Nursing	FT Faculty	\$65,000
Zhu	Yunzhe	1/1/2022	Visiting Asst Prof	Agriculture	FT Faculty	\$30,000
Bolon	Isaiah	11/29/2021	Grounds Zone Splst	Grounds/Horticulture	FT Hourly Staff	\$21,902
Connelly	Haylee	11/22/2021	Operations Splst, HR	Human Resources	FT Hourly Staff	\$24,375
Davidson	Logan	11/22/2021	Accounting Clerk	Accting & Financial Services	FT Hourly Staff	\$20,534
Evans	Ernie	1/6/2022	Senior Police Officer	Police Department	FT Hourly Staff	\$43,514
Feltner	Lance	11/8/2021	Water Treatment Tech	Maintenance, HVAC-R	FT Hourly Staff	\$29,120
Flinchum	Thomas	12/6/2021	Locksmith	Maintenance, Lock Shop	FT Hourly Staff	\$33,280
McGuire	Raymond	11/29/2021	Grounds Zone Splst	Grounds/Horticulture	FT Hourly Staff	\$20,862
Pace	Clint	1/4/2022	Senior Police Officer	Police Department	FT Hourly Staff	\$43,514
Plowman	Stevie	12/3/2021	Const & Repair Tech II	Maintenance, Carpenter Shop	FT Hourly Staff	\$31,928
Smith	Matthew	11/15/2021	KY READY Corps Coord	KY READY Corps FY22	FT Hourly Staff	\$30,615
Solomon	Nicholas	1/10/2022	Parking Control Officer	Parking Services	FT Hourly Staff	\$25,875
Tatum	William	1/4/2022	Flight Line Scheduler	Aviation	FT Hourly Staff	\$35,568
Wethington	Megan	1/19/2022	Admin Professional I	Teach, Learn, & Ed Leadership	FT Hourly Staff	\$33,287
Atzinger	Jacqueline	12/6/2021	Acad and Career Splst	Academic & Career Services	FT Professionals	\$35,568
Bailey	Jessica	11/8/2021	Sr Fin Aid Counselor	Student Financial Assistance	FT Professionals	\$40,000
Barnes	Jacob	1/3/2022	Aviation Flight Dispatch	Class Fees - Aviation	FT Professionals	\$35,568
Bavis	Melissa	1/16/2022	Learng & Develop Fac	UTC TANF Training	FT Professionals	\$48,394
Belcher	Kerry	1/5/2022	Senior Accountant	Accting & Financial Services	FT Professionals	\$70,000
Combs	Margaux	11/16/2021	Quality Control Analyst	UTC Child Abuse Prevention	FT Professionals	\$44,018
Cooley	Lindsey	1/16/2022	Learng & Develop Fac	UTC Food Stamps Training	FT Professionals	\$44,463
Eldridge	Dakota	11/1/2021	Conf & Events Planner	Conferencing & Events Admin	FT Professionals	\$35,568
Espinosa	Pilar	11/15/2021	Assist Dir of Recruit	Admissions	FT Professionals	\$47,418
Gastineau-Stevens	Tracy	1/10/2022	Instrumentation Splst	Chemistry	FT Professionals	\$50,000
Goode	Derek	11/15/2021	Sr Fin Aid Counselor	Student Financial Assistance	FT Professionals	\$40,000
Haugen	Matthew	11/15/2021	Programmer Analyst	Stud Success, Oper & Innovtns	FT Professionals	\$45,500
Ingold	Stanley	1/10/2022	WEKU News Director	WEKU Public Radio	FT Professionals	\$53,000
Jeffries	April	11/1/2021	Accessibility Coord	Accessibility Services	FT Professionals	\$41,000
Knoll	Rachellanne	1/4/2022	Sustainability Manager	Office of Sustainability	FT Professionals	\$41,000
Molen	Austin	1/18/2022	Coord, PGA Golf Mgt	PGA/PGM Program	FT Professionals	\$36,568
Murr	Kendall	1/4/2022	Asst Volleyball Coach	Volleyball	FT Professionals	\$31,266
Randall	Taylor	1/5/2022	Coord, Partner & Develop	Athletic Develop/Multi Media	FT Professionals	\$35,568
Scanlan	Barry	11/20/2021	Video Systems Eng	Comm & Brand Mngmt	FT Professionals	\$58,000
Slone	Christian	11/22/2021	Accountant	Spsd Prgms Acctg & Fin Svcs	FT Professionals	\$40,016
Smith	Donya	1/31/2022	Mgr, Hosp & Events	Conferencing & Events Admin	FT Professionals	\$54,000
Thompson	Rachel	11/1/2021	Mental Health Cnslr	Counseling Center	FT Professionals	\$45,000
Thornton	Marcus	12/1/2021	Admissions Counselor	Admissions	FT Professionals	\$36,457
Tucker	Rodney	12/1/2021	Sr Admiss Counselor	Admissions	FT Professionals	\$43,050
Wallace	Siena	11/1/2021	Learng & Develop Fac	UTC Targeted Case Mgmnt	FT Professionals	\$38,111
Watts	Sarah	11/15/2021	Dir, Open Records	University Counsel	FT Professionals	\$48,500
Webster	Jason	11/15/2021	Transfer Systems Coord	Stud Out and Transition Off	FT Professionals	\$38,000
Yin	Peter	11/16/2021	User Experience Eng	UTC Div of Child Care /TRIS	FT Professionals	\$42,000
Bailey	Tammy	1/16/2022	Online PT Faculty	OL-Public Health Nurs Admin	PT Faculty	\$4,000
Bowling	Emily	1/16/2022	Online PT Faculty	OL-Child & Family Studies	PT Faculty	\$3,050

New Hires November 1, 2021 - January 31, 2022

<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>
Dotson	Jarrold	1/16/2022	Online PT Faculty	OL - BBA	PT Faculty	\$3,050
Duckworth	April	1/16/2022	Online PT Faculty	OL-AGS/Support Courses	PT Faculty	\$4,000
Duffy	Elizabeth	1/16/2022	PT Faculty Ext Camp	OL-Psych I-O MS	PT Faculty	\$3,050
Ehlers	Brooke	1/16/2022	PT Faculty On Campus	Instruct-Sci, Tech, Eng & Math	PT Faculty	\$867
Gift	Wesley	1/16/2022	PT Faculty On Campus	Instruction - College of Bus	PT Faculty	\$2,600
Gilreath	Cammie	1/18/2022	PT Faculty On Campus	Instruct-Sci, Tech, Eng & Math	PT Faculty	\$2,100
Hale	Jonathan	1/16/2022	PT Faculty On Campus	Instruct-Sci, Tech, Eng & Math	PT Faculty	\$6,400
Justice	Cassandra	1/16/2022	PT Faculty On Campus	Instruction - Health Sciences	PT Faculty	\$8,000
Mattox	Pamela	1/16/2022	Online PT Faculty	OL-Education-MA	PT Faculty	\$3,050
Mercado	Kori	1/16/2022	PT Faculty On Campus	Instruction - Health Sciences	PT Faculty	\$7,200
Peterson	Ashley	1/16/2022	PT Faculty On Campus	Instruction - Health Sciences	PT Faculty	\$7,600
Robinson	Austin	1/16/2022	Online PT Faculty	OL - BBA	PT Faculty	\$3,050
Schneider	Elizabeth	11/23/2021	Online PT Faculty	OL-Psych ABA MS	PT Faculty	\$3,050
Stamper	Dustin	1/16/2022	Online PT Faculty	OL - BBA	PT Faculty	\$3,050
Vaden	Jennifer	1/16/2022	Online PT Faculty	OL-Public Health Nurs Admin	PT Faculty	\$4,000
Woods	William	1/16/2022	Online PT Faculty	OL - BBA	PT Faculty	\$3,050
Ashley	Hunter	11/8/2021	Regional Facilitator	Regional Programming	PT Hourly Staff	\$ -
Bellamy	George	11/8/2021	Runner	EKU Center for the Arts	PT Hourly Staff	\$ -
Boggs	Andrew	12/13/2021	Game Day Operations	Athletic Facilities/Game Ops	PT Hourly Staff	\$ -
Bullock	Keith	12/13/2021	Game Day Operations	Athletic Facilities/Game Ops	PT Hourly Staff	\$ -
Daniel	Derek	11/1/2021	Game Day Operations	Athletic Facilities/Game Ops	PT Hourly Staff	\$ -
Eversole	Tara	12/1/2021	Interpreter	Deaf Student Accessibility Svcs	PT Hourly Staff	\$ -
Fallis	Rose	11/22/2021	Game Day Operations	Athletics Ticket Office	PT Hourly Staff	\$ -
Haney	Sara	1/9/2022	Temp Regional Clerk	Southern KY Migrant FY22	PT Hourly Staff	\$ -
Hart	Jessica	11/1/2021	Parent Resource Trainer	UTC Title IV-E Foster Parent	PT Hourly Staff	\$ -
Hess	Benjamin	11/29/2021	Event Assistant	Conferencing & Events	PT Hourly Staff	\$ -
Hurd	Jacob	1/6/2022	Stage Tech	EKU Center for the Arts	PT Hourly Staff	\$ -
Johnson	Kathleen	11/22/2021	Research and Data Mgr	Dean-Ed. & Applied Human Sci	PT Hourly Staff	\$ -
McElligott	Christopher	11/1/2021	Game Day Operations	Athletic Facilities/Game Ops	PT Hourly Staff	\$ -
Phelps	Patrick	11/18/2021	Cook	University Club at Arlington	PT Hourly Staff	\$ -
Smith Mullins	Susan	11/8/2021	Flight Trng Center Asst	Class Fees - Aviation	PT Hourly Staff	\$ -
Wynn	Jonathan	11/18/2021	Game Day Operations	Athletic Facilities/Game Ops	PT Hourly Staff	\$ -
DeShong	Melinda	11/1/2021	Model Substitutes	Model Laboratory School	PT Professionals	\$ -
Hensley	Allen	11/18/2021	Model Bball Coach	Model Laboratory School	PT Professionals	\$ -
Maher	Jennifer	1/1/2022	Model Substitutes	Model Laboratory School	PT Professionals	\$ -
Steele	Ashley	11/1/2021	KY Ready Member	KY READY Corps FY22	PT Professionals	\$ -
Vaughn	Judy	11/1/2021	Model Substitutes	Model Laboratory School	PT Professionals	\$ -

Separations November 1, 2021 - January 31, 2022

<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>
Sehmann	Karin	12/31/2021	Admin Fellow/Prof	Dean-Science, Tech, Eng & Math	Administrators	\$103,182
Townsend	Sharron	1/31/2022	Sr Director, Development	Development	Administrators	\$82,778
Brashear	Vicki	12/31/2021	ASLIE Chair	Dept Amer SL & Interpreter Ed	Chairs	\$75,043
Alvarez Jaimes	Javier	1/15/2022	Assistant Professor	Lang, Cultures & Humanities	FT Faculty	\$51,000
Blake	Michelle	12/31/2021	Visiting Professor	OL-Master of Social Work	FT Faculty	\$59,000
Bozeman	Linda	12/31/2021	ASL Specialist III	Interpreter Training Program	FT Faculty	\$54,175
Byrd	Suzanne	11/15/2021	Assoc Professor	Biological Sciences	FT Faculty	\$66,991
Connell	Alison	12/31/2021	Assoc Professor	School of Nursing	FT Faculty	\$78,747
Fleischer	Anne	12/31/2021	Professor	Occupational Therapy	FT Faculty	\$79,775
Lawani	Abdelaziz	12/31/2021	Visiting Asst Professor	Agriculture	FT Faculty	\$64,000
Lindon	Joseph	1/13/2022	Model Lab School Teacher	Model Laboratory School	FT Faculty	\$38,821
Malzone	Jonathan	12/31/2021	Associate Professor	Physics, Geosci & Astronomy	FT Faculty	\$56,250
Neumann	Christopher	12/31/2021	Asst Professor	English	FT Faculty	\$48,671
Schumann	Michael	12/31/2021	Professor	Dept of Safety & Security	FT Faculty	\$90,481
Sciascia	Aaron	12/31/2021	Assoc Professor	Exercise & Sport Science	FT Faculty	\$73,000
Thieme	Amy	12/31/2021	Assoc Professor	Communication	FT Faculty	\$62,630
Wilcox	Serena	12/15/2021	Visiting Professor	Instruct - Ed & App Human Sci	FT Faculty	\$12,800
Baker	Tiffany	12/31/2021	Fin Aid Operatns Analyst	Student Financial Assistance	FT Hourly Staff	\$50,876
Barker	Dietra	11/30/2021	Sr. Fin Aid Consult	Student Financial Assistance	FT Hourly Staff	\$34,008
Bush	Debra	12/31/2021	Sr SCO & VA Coordinator	Military & Veteran Affairs	FT Hourly Staff	\$39,741
Cinamond	Anne	12/16/2021	Library Assistant	Libraries	FT Hourly Staff	\$23,186
Graves	Paige	12/15/2021	Financial Aid Counselor	Office of eCampus Learning	FT Hourly Staff	\$33,618
Hasty	William	1/31/2022	Power Plant Equip Operator	Camp Util & Bldg Climate Svcs	FT Hourly Staff	\$37,794
Hollinger	Karen	1/14/2022	Admin Professional I	Teach, Learning, & Ed Leadrshp	FT Hourly Staff	\$33,287
Hunt	Seth	12/3/2021	EH&S Specialist, Safety	Environmental Health Safety	FT Hourly Staff	\$39,728
Kelley	Joey	11/12/2021	Relocation Specialist	Grounds/Horticulture	FT Hourly Staff	\$25,792
Liford	Sandra	11/15/2021	Sr. Fin Aid & Scholar Cnslt	Student Financial Assistance	FT Hourly Staff	\$31,570
McFerron	Sara	1/13/2022	Admin Coordinator	Libraries-Dean	FT Hourly Staff	\$28,529
Melton	Penny	11/30/2021	Telecommunicator I	Police Department	FT Hourly Staff	\$37,066
Miller	William	11/23/2021	Parking Control Officer	Parking Services	FT Hourly Staff	\$31,637
Miller	Jada	11/1/2021	Student Accounting Clerk	Student Accounting Services	FT Hourly Staff	\$24,960
Pickle	Gary	1/13/2022	Tracking Specialist	Educator Recruit & Retention	FT Hourly Staff	\$33,189
Rathbone	Austin	1/24/2022	Online Learning Specialist	UTC Targeted Case Mngmt	FT Hourly Staff	\$38,864
Sowers	John	1/7/2022	Craft Foreman, Lockshop	Maintenance, Lock Shop	FT Hourly Staff	\$47,050
Sumner	Constance	12/31/2021	Admin Professional II	Dean-Ed. & Applied Human Scs	FT Hourly Staff	\$38,825
Webb	Phillip	12/31/2021	Supt Services Associate	Regional Campuses-Corbin	FT Hourly Staff	\$23,615
Westrick	Molly	12/31/2021	Financial Aid Counselor	Student Financial Assistance	FT Hourly Staff	\$40,989
Young	William	12/13/2021	Power Plant Equip Operator	Camp Util & Bldg Climate Svcs	FT Hourly Staff	\$39,062
Abdel Jaber	Hasan	11/12/2021	Academic and Career Splst	Academic & Career Services	FT Professionals	\$36,716
Brannock	William	11/2/2021	Dir, Strategic Communictn	Communications & Brand Mgmt	FT Professionals	\$65,000
Brown	Tonya	1/15/2022	E-Mentor Program Splst	LINC Internship	FT Professionals	\$35,568
Brown	Robert	12/10/2021	Interim Hsng/Res Life Off	University Housing	FT Professionals	\$91,000
Connelly	Amanda	1/7/2022	Asst Dir, Career Read & Out	Academic & Career Services	FT Professionals	\$43,000
Drouin	Cody	1/15/2022	Asst Dir, Sports Perform	Sports Performance	FT Professionals	\$32,498
Durham	Derick	11/2/2021	Accounting Specialist	Sponsd Prgms Acctg & Fin Svcs	FT Professionals	\$37,580
Ehrhart	Jessica	1/7/2022	Asst Dir, HR Administration	Human Resources	FT Professionals	\$63,000
Elam	Shandra	11/12/2021	Coordinator	UTC Targeted Case Mngmt	FT Professionals	\$37,113
Fasig	Deborah	12/3/2021	Learng & Develop Fac	UTC Medical Assistance	FT Professionals	\$44,855
Harris	April	11/30/2021	Coord, Fin Aid & Stud Emp	Student Financial Assistance	FT Professionals	\$45,981
Hawksley	Michael	12/31/2021	Lab Mgr. / Sr. Lecturer	Dean - College of Business	FT Professionals	\$75,505

Separations November 1, 2021 - January 31, 2022

<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>
Huff	Charles	12/31/2021	Chief Eng, Broadcast Sys	Communications & Brand Mgmt	FT Professionals	\$64,768
Kopp	Craig	12/17/2021	WEKU News Director	WEKU Public Radio	FT Professionals	\$50,000
Kruger	Daniel	11/12/2021	Dir, Dual Credit/K-12 Prgm	Dual Credit (EKU Now!)	FT Professionals	\$59,335
Lally	Diane	11/13/2021	Research Advisor	UTC Title IV-E Admin Supp	FT Professionals	\$61,800
Leonard	Renee	11/30/2021	Asst Dir, Fitness & Wellness	University Housing	FT Professionals	\$36,568
Medrano	Francisco	12/31/2021	Asst Coach, Track	Track-Men	FT Professionals	\$37,250
Mitchell	Cheyenne	1/4/2022	Coord of Stu Life, Involvement	University Housing	FT Professionals	\$38,023
Molen	Austin	1/4/2022	Coord, PGA Golf Mgt Admin	PGA/PGM Program	FT Professionals	\$36,568
Mullins	Brian	1/31/2022	Chief of Police	Police Department	FT Professionals	\$85,792
Norberg	Haley	1/3/2022	Dir, Policy Development	University Counsel	FT Professionals	\$68,500
Parise	Anthony	12/17/2021	Asst Dir, Sports Medicine	Athletic Training	FT Professionals	\$37,296
Popa	Brian	1/7/2022	Technical Systems Mgr	Conferencing & Events Admin	FT Professionals	\$48,476
Powell	Donnie	1/31/2022	Asst Dir, User Svcs & Sprt	Info Technology-Academic	FT Professionals	\$73,665
Reber	Jessica	11/30/2021	Assistant Volleyball Coach	Volleyball	FT Professionals	\$31,266
Reece	Kyle	11/29/2021	Coord, Competitive Spts	Campus Recreation Center	FT Professionals	\$37,234
Settle	Stacie	12/31/2021	Mgr, Hospitality & Events	Conferencing & Events Admin	FT Professionals	\$42,000
Six	Daryl	12/31/2021	Technology Resource Mgr	Educational Technology	FT Professionals	\$60,172
Spradling	Courtney	11/3/2021	Asst Online Coordinator	Office of eCampus Learning	FT Professionals	\$42,452
Trice	Mary	11/18/2021	Conf & Events Planner	Conferencing & Events Admin	FT Professionals	\$37,346
Young	Kelly	10/22/2021	Assoc Director	Student Financial Assistance	FT Professionals	\$61,294
Chelyshkov	Volodymyr	11/15/2021	PT Faculty-On Campus	Instruct-Sci, Tech, Eng & Math	PT Faculty	\$381
Barkocy	Cole	11/19/2021	Flight Instructor Pilot II	Class Fees - Aviation	PT Hourly Staff	\$ -
Gibson	Jennifer Onecia	12/15/2021	Programmer Analyst	Institutional Effect & Rsch	PT Hourly Staff	\$ -
Goss	Caleb	12/13/2021	Flight Instructor Pilot IV	Class Fees - Aviation	PT Hourly Staff	\$ -
Hagan	Nathan	11/25/2021	Flight Instructor - Pilot II	Class Fees - Aviation	PT Hourly Staff	\$ -
Lesch	Mary	1/10/2022	COVID Coord, Housing	University Housing	PT Hourly Staff	\$ -
Martz	Jacob	12/25/2021	Airport Ground Operations	Class Fees - Aviation	PT Hourly Staff	\$ -
Ose	Mitchell	11/4/2021	Flight Instructor Pilot I	Class Fees - Aviation	PT Hourly Staff	\$ -
Strong	Brenda	1/5/2022	Office Associate	Psychology	PT Hourly Staff	\$ -
Taylor	Nicholas	1/8/2022	Flight Instructor, Pilot I	Class Fees - Aviation	PT Hourly Staff	\$ -
Weber	Nicholas	12/20/2021	Flight Instructor Pilot II	Class Fees - Aviation	PT Hourly Staff	\$ -
Atwood	Peyton	12/15/2021	KY Ready Corps	KY READY Corps FY22	PT Professionals	\$ -
Crisman	Kimberly	12/15/2021	Member, KY READY Corps	KY Ready Corps FY21	PT Professionals	\$ -
Keller	Dayne	11/30/2021	Quality Control Temp	Football	PT Professionals	\$ -
McKee	Clay	12/3/2021	Football Quality Control	Football	PT Professionals	\$ -
Pichette	David	11/30/2021	RDPC Instructor	FY19 RDPC	PT Professionals	\$ -
Wells	Jerry	12/31/2021	Future Zoom RDPC Present	RDPC17 Task 2	PT Professionals	\$ -
Yurt	Gary	12/15/2021	Instructor	Army & Marine Corps. Courses	PT Professionals	\$ -

I. Approval of Degree Candidates for Spring 2022

II. Issue

The Board of Regents should formally confirm and confer the degrees for the candidates who have completed degree requirements for Spring 2022

III. Background

Candidates for degrees must meet the requirements of their respective academic programs. All degree requirements are verified by the appropriate Academic Departments and Colleges, as well as the Office of the Registrar, and recommended by the Provost and Senior Vice President for Academic Affairs for the Spring 2022 graduates. Candidates for degrees are hereby submitted to the Board for the formal vote of the confirmation of conferral of degrees pursuant to KRS 164.350(1)(d).

IV. Alternatives

While the conferral of degrees is vested in the Board of Regents, as these students have met the various academic requirements, the conferral of these degrees should be confirmed.

V. President's Recommendation

Based upon recommendations from the appropriate Chairs, Deans, Office of the Registrar, and the Provost and Senior Vice President for Academic Affairs, the President recommends the formal confirmation of the Board of Regents of the conferral of degrees for Spring 2022 graduates who have met or will meet degree requirements with a conferral date of March 11, 2022, or May 14, 2022.