

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

**September 16, 2022**

**9 a.m.**

**Partially Via Video Teleconference  
Primary Physical Viewing Location:**

**Keen Johnson Building  
Walnut Hall  
Eastern Kentucky University**

**I. Call to Order**

A regularly scheduled meeting of the Eastern Kentucky University Board of Regents convened on September 16, 2022, at 9:01 a.m. at the Keen Johnson Building, Walnut Hall, Eastern Kentucky University, Richmond, Kentucky. Chair Eaves called the meeting to order. The roll was called, and a quorum was established.

**Present**

Mr. Mike Eaves  
Ms. Laura Babbage  
Mr. Juan Castro  
Mr. Jeremiah Duerson  
Mr. Alan Long  
Dr. Jason Marion  
Ms. Paige Murphy  
Mr. Edwin Orange  
Ms. Lynn Taylor Tye  
Mr. Ashley Ward

**Absent**

Ms. Kristie Whitlatch

Chair Eaves announced that the board is attempting to streamline the meetings and agendas moving forward, and all presentations will be available to the board through a link following each meeting. In addition, he stated that each board member will have an opportunity to speak briefly at each meeting to touch on matters that are on the horizon for future discussion.

## **II. Resolutions**

### **A. Lewis Diaz**

Regent Tye read a resolution to be presented to the outgoing board chair, Lewis Diaz, a copy of which is incorporated herein and will be included with the official copy of the minutes. A motion was made by Regent Long to approve that resolution. The motion was seconded by Regent Tye. The motion passed unanimously by voice vote.

### **B. Vasu Vasudevan**

Dana Fohl, University Counsel, read a resolution presented to outgoing board member Vasu Vaseduvan, a copy of which is incorporated herein and will be included with the official copy of the minutes. A motion was made by Regent Castro to approve the resolution. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

## **III. Information Items**

### **A. University Reports**

#### **1. Dr. Bryan Makinen, Construction Update**

Dr. Bryan Makinen, Associate Vice President of Public Safety, gave a presentation and update on the completed, current, and upcoming construction projects, a copy of which is incorporated herein and will be included with the official copy of the minutes. For the record, President McFaddin stated the next capital project that is priority number one for the university is an Academic Complex, and in the spring of 2023, he will be bringing an updated master plan before the board.

#### **2. Dr. Sara Ziegler, Academic Affairs Update**

Dr. Sara Zeigler, Provost, and Senior Vice President for Academic Affairs, presented the academic affairs update, including the introductions of the new and current college deans as well as highlights of each of the colleges, programs, new incoming faculty, and a few student spotlights. The presentation is incorporated herein and will be included with the official copy of the minutes.

#### **3. Mr. Barry Poynter, Financial Update**

Mr. Barry Poynter, Senior Vice President for Finance and Administration, presented a brief financial update as of August 31, 2022. The presentation is incorporated herein and will be included with the official copy of the minutes.

#### **4. Dr. Dannie Moore & Dr. Tanlee Wasson, Enrollment & Student Experience Update**

Dr. Tanlee Wasson, Senior Vice President for Student Success, Engagement & Opportunity, gave a report detailing Fall 2022 highlights, orientation, Big E beginnings, and move-in. Dr. Dannie Moore, Vice President for Student Life and Chief Diversity, Equity, and Inclusion Officer, reported on the Big E Welcome and the new and engaging activities for students, as well as sharing upcoming anchor events through the end of the semester. Dr. Wasson then shared the goals and plans for 2023 recruitment, including the importance of campus visits and planned visits to the region by the president. The presentation is incorporated herein and will be included with the official copy of the minutes.

*[The Chair adjourned for a recess at 10:30 a.m. The meeting reconvened at 10:43 a.m.]*

#### **5. Ms. Betina Gardner, Development Update**

Ms. Betina Gardner, Vice President for University Development and Alumni Engagement and Executive Director of the ECU Foundation, presented a report on campaign statistics, annual giving by the numbers, the upcoming edition of the ECU magazine, and planning of homecoming weekend. The presentation is incorporated herein and will be included with the official copy of the minutes.

#### **6. Mr. Matt Roan, Athletics Update**

Mr. Matt Roan, Vice President, and Director of Athletics gave a presentation acknowledging new coaches, the success of sports teams, the growth and success of the football program, and Elevate Eastern, a program offering student-athlete support. The presentation is incorporated herein and will be included with the official copy of the minutes.

#### **7. Mike Eaves, Chair, Committee Reports**

Chair Eaves indicated that bylaws require certain committees and that those committees may meet between regular board meetings, and those minutes will be shared with the board prior to the quarterly board meetings. If action is required on any items, those will be placed on the Action Item section of the board agenda.

## **B. Additional Reports to the Board**

### **1. Written Reports**

#### **a. Dr. Richard Crosby, Faculty Senate Chair**

Dr. Richard Crosby, Chair of the Faculty Senate, delivered the following written report:

The Senate Executive Committee met on August 29<sup>th</sup> and approved Charges for the Senate Standing Committee. The committees have met, or are meeting shortly, to choose their Chairs. We kept the same liaisons from the Executive Committee to each of the committees and will therefore be able to keep abreast of the work of the Standing Committees. We also approved guest speakers for regular Senate meetings. Counsel Dana Fohl introduced Lauren Keeler who will be working on Policy revisions and putting together working groups to write/revise said Policies with her. One of the Policies at the top of her list is the Grievance Policy, which has been in limbo since the departure of Haley Norberg from Counsel's Office. The President met with us prior to the beginning of the official meeting and the Provost met with us during the meeting about the status of faculty-related issues.

The full Senate had its first meeting on September 12 and welcomed Chairman Mike Eaves as a guest speaker. He wanted a chance to introduce himself and the Senate was delighted to hear from him. We also received reports from President McFaddin and Provost Zeigler. Besides updating the Senate on University issues, he announced his "Lunch and Learn" meetings, to be held once a month in the Case Dining Hall with him and I hosting faculty on a first come-first serve (sign-up) basis. He is interested in listening to what is on the minds of the faculty, in keeping with his goal of shared governance and transparency. I commend him for this effort. The Provost continues to meet monthly with our "Problem Solvers" group (me, Vice Chair Dr. Lisa Kay, and Faculty Regent Dr. Jason Marion) to deal with issues brought to our attention by the faculty. This continues to be a highly productive effort and I applaud the Provost also for her commitment to shared governance and transparency.

One issue that the Provost brought up was the one-time fund of \$500,000.00 set aside from the compensation pool in the spring to begin to deal with salary compression and inversion. With the President's commitment to annual salary improvement comes the commitment to set aside a portion of that pool of money to address compression and inversion. The policy for that process will be developed this year, but in the meantime, the Provost asked the Senate for input on what to do with the one-time funds set aside for this year: Spread it around for Faculty Development funds or begin the process of at least modestly addressing compression. The Senate voted 80% to recommend the money go toward salary compression.

This is a brief overview of what we've addressed so far. I look forward to continuing to work with my colleagues, the administration, and reporting to this Board during this academic year. Best wishes to you all as you look after the best interests of ECU.

**b. Dr. Caelin Scott, Staff Council Chair**

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

Chairman Eaves, members of the Board, and President McFaddin thank you for the opportunity to provide you today with an update from Staff Council.

I want to extend a thank you to Chairman Eaves for joining our Staff Council meeting this past Tuesday. It was a pleasure to have you in attendance to meet our Council members and to learn more about Staff Council's mission. Thank you.

Our Staff Council survey report was given at this month's meeting. The finishing touches to the final draft are being finalized so that we can share the report on our Staff Council webpage for our campus community to view. There are a few highlights from the report that I would like to share with you today. First, in response to the question "What do you love most about Eastern?", there were several comments about the supportive atmosphere at ECU and the sense of community that employees feel. Additionally, employees really enjoy working with students and the student-centered focus ECU has. I think that is something we should all be very proud of, take pride in, and highlight from the survey results. Something else that emerged from the results that the Council wants to work on is a general sense of awareness. As a Council, we need to better communicate our intended mission and ongoing initiatives, so we are going to make that a focus of this year through events such as meeting our Council members. I hope you will all take a moment to review the feedback and results of the survey once that is posted as I believe it is good data to have.

Staff Council elections will take place in November this year. Right now, we have four open seats that will be filled during that election, so part of our goal with meeting the council events will be to share our mission with employees, so they have a better understanding of what we do. Additionally, we will hopefully be able to use these events as a recruiting tool for employees to run for those vacant seats.

Our programming committee has several events planned and in the works for the year and we are excited to promote those to our campus community. The programming we are scheduling is a direct result of the responses we received on the survey, so we hope employees will see the value in sharing feedback with us so we can continue to do the best we can for staff at ECU. Next week on September 28<sup>th</sup>, Staff Council is hosting a Breakfast and Brainstorm event with President

McFaddin. We look forward to working with his office on this collaboration so that we can talk with and hear directly from the staff of the institution.

I want to thank the Chairman, the Board, and President McFaddin for supporting Staff Council's mission, and for allowing me to provide you with this update today. Thank you.

## **2. Ms. Paige Murphy, Student Government Association President**

Ms. Paige Murphy, President of the Student Government Association, delivered the following written report:

Members of the Board,

It is a privilege to be able to address you on behalf of the students at Eastern Kentucky University. My position as student body president, though it has its challenges, has been the joy of my life the past three months and I am deeply honored to be able to give back to the university that has given me so much already.

The semester has just begun, but our organization has already accomplished so much. Our student senate, under the leadership of Travis Pendygraft, welcomed eight new senators last week and are continuing to recruit students to fill the remaining positions. A priority of our Student Senate this year is to ensure that we are a true representation of the students that we serve. Therefore, diversity has been at the forefront of our recruiting process. The Campus Activities Board, headed by Lillia Lorenz, has already planned a full calendar of events in collaboration with E3. We are looking forward to our major events like Colonel's Corn Roast and Midnight Breakfast, which always attract a large group of students. Though all our branches have different projects and initiatives, we are all working towards the common goal of elevating and advocating for student needs.

As of today, we are officially a month into school, so I wanted to give an update on how students are feeling so far this semester. I can confidently say that the Big E welcome and the events that followed were a huge success for students. Students talked about the concert in the ravine for weeks after it happened, so we are hoping to plan another concert there in the future. Students are also excited to see the Powell renovations completed. When weather permits, students love to eat, study, and hang out outside so creating this additional space for them to do that will only enhance the student experience. Besides the usual grumblings about parking and Wi-Fi, which we are working to address within SGA, the overwhelming grievance that we have heard from students is about wait times at the Counseling Center. Last semester we saw a huge change in attitude towards seeking mental health help and this has led to an influx of students seeking mental health care. The wait time, after the initial intake appointment, is about two weeks. For some students, this is manageable, but for others, it is not. President McFaddin and I have discussed this and hope to find ways to remedy the issue. At the end of the day, we are ecstatic that students are

seeking mental health care, but we also want to ensure that they can receive the support they need on a regular basis.

The executive branch, cabinets, and members have all been working on exciting initiatives that they are excited to see come to fruition this year. The Diversity and Inclusion cabinet has begun planning for its annual Diversity Week which will feature several diverse RSOs and departments on campus. The executive cabinet, in collaboration with the rest of the association, is excited to begin planning our second annual “Mental Health Week”. Our goal is to highlight all the mental health resources that we have on campus and break the stigma around seeking out those resources.

This is all that I have for you today, but I am confident that the next time I address you I will have more to say about the great work being done on behalf of the student body. With that, I will take any questions or thoughts that the Board may have.

### **3. Dr. David T. McFaddin, President**

President David McFaddin delivered the following report:

As we settle into the full swing of the 2022 Fall Semester, it is wonderful to have you back on campus with us. I will echo the sentiment of our faculty and staff when I say how engaged and excited this incoming freshman class has been. They are very participatory and want to engage with their peers and faculty at a level that we haven’t seen over the past couple of years.

#### **Enrollment**

As Dr. Wasson mentioned earlier, we are seeing great results in our strategic outreach with continued year-over-year growth in our freshman class. Our 2022 Freshman class is currently at 2,762 compared to 2,504 from 2021, 2,321 in 2020, and 2,307 in 2019. In just three short years that represents a nearly 20% increase in freshman enrollment.

We are continuing to refine our strategies to address enrollment in the online programs and our graduate programs in order to meet our ambitious goals of increased enrollment across the board. Senior Vice President Wasson, Provost Zeigler, and Dean Baggett are working together to ensure we see similar growth in those areas as well.

#### **Big E Central**

Earlier this semester we launched Big E Central which is a one-stop location for Financial Aid, Student Accounting, and Registrar assistance. As with any launch, there are always growing pains and the team is working through continued high demand which can result in some longer

wait times for our students. As we close out the refund period and begin to prepare for the second eight-week term, the team is working on streamlining measures to address reducing the lag times including a shifting of additional staff from other areas to support this work.

### **State of the University**

I am pleased to report that the Richmond Chamber of Commerce's State of the University was a great success. We changed venues and hosted the community in the Student Recreation Center. We had over 150 attendees, including a group of students from Madison Central High School. Community leaders expressed excitement about what is happening on campus. We will continue to provide opportunities to host more community events and cultivate an outstanding town and gown partnership for success.

### **Parental Leave**

Earlier this month I announced the launch of ECU's parental leave policy. This change was intentional to ensure that we 1) provide our employees with benefits that allow them to have a meaningful and equitable work/life balance; 2) make us competitive with other public and private sector employers and 3) push our team to be focused on making ECU the Employer of Opportunity. In the opening days of the announcement, we have had great feedback and significant inquiries to HR with questions regarding participation in the program.

### **Performance Management**

In numerous surveys and exit interviews and campus conversations, employees have shared that a common frustration is the lack of meaningful and actionable job performance feedback. In addition to parental leave, Human Resources will announce a new campus performance management system later this month that is intended to create a thoughtful and engaging dialog that will help support the work of our employees and better position us to deliver excellence in all that we do. This system is an enhancement of both the technology used as well as a focus on creating a personal and professional growth-positive environment here at ECU.

### **Powell Plaza**

You may have noticed the activity in Powell Plaza. We are finalizing an exciting expansion of engagement spaces by adding an amphitheater along with enhanced audio and visual capabilities in the plaza. This is going to provide an excellent opportunity for us to give students another location to collaborate with both faculty and each other, create a dynamic outdoor space in the heart of our center for student life in what otherwise was an underutilized area. We anticipate this being complete in the upcoming weeks and having a ribbon cutting at the ECU Colonel Corn Roast.



## **Veterans Memorial**

In addition, out of respect to our men and women who bravely fought for our country, it has not felt appropriate that the hub of energy of our campus, Powell Plaza, is collocated with a place of extreme reverence, the Veterans Memorial. For this reason, the Veterans Memorial will be moved to the Carloftis Memorial Gardens. This will create a beautiful, peaceful, accessible, and appropriate place for staff, students, veterans, and our community members to reflect on and appreciate the sacrifices of our servicemen and women. That project is anticipated to be completed prior to the start of the 2023 fall semester.

## **Engagement Opportunities**

I am hosting a series of engagement events to enable additional opportunities to talk with our campus community about how to better leverage new opportunities, address persistent problems, and execute on excellence in our daily work. From Staff Council Breakfast and Brainstorms, Faculty Lunch and Learns, Dinner with the Presidents with Student Body President Paige Murphy, and open invitation sessions entitled Colonel Conversations, I encourage all faculty, staff, and students to attend and participate.

We have an exciting semester ahead of us. Next week we welcome our Foundation Board to campus, and we will be officially wrapping up the most successful comprehensive fundraising campaign in university history with two consecutive years of the highest fundraising results ever. I want to personally thank each one of you on the board and everyone who has shared their time, talents, and treasures to make this possible.

With a strong start to our athletic season by all of our fall sports and a breathtaking seven-over-time win last week by our football team over an FBS Bowling Green University team, the momentum is palpable. We look forward to kicking off our first home football game this weekend and our Family and Homecoming Weekends are just around the corner. I am excited to show off the Campus Beautiful, and I am hopeful you will be able to join us as much as possible to engage and celebrate all of the wonderful things happening at our Eastern.

## **4. Mr. Mike Eaves, Chair of the Board Report**

This will be our last meeting as a hybrid meeting going forward, all in person. I believe that we benefit from being together in person.

#### **IV. Action Items**

Chair Eaves presented to the full board the following items on the Consent Agenda for approval:

##### **A. Approval of the Minutes for the Full Board Meeting on June 14, 2022, and the Special Called Meeting on July 21, 2022**

A motion was made by Regent Castro to approve the minutes from the June 14, 2022, full board meeting. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

A motion was made by Regent Ward to approve the minutes from the July 21, 2022, special called board meeting. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

##### **B. Approval of Personnel Actions**

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

##### **C. Approval of Degree Candidates for Fall 2022**

A motion was made by Regent Marion to approve the degree candidates for fall 2022. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

##### **D. Report from the Council on Academic Affairs**

This has been administratively struck due to clerical error and will come forward for review and vote at a future meeting.

##### **E. Approval of Asset Preservation Projects for the 2022-24 Biennium**

A motion was made by Regent Tye to approve the Asset Preservation Projects for the 2022-24 Biennium. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

President McFaddin indicated that for the first time since 2006 there are now funds to support the infrastructure that is here which he feels is a clear signal that the policymakers saw the need for improved maintenance on the campus. The president stated that the university will

continue to advocate for this pool of funds by making this a part of the university's capital renewal request on a biannual basis.

#### **F. Approval and Ratification of Football Field Naming Agreement**

Matt Roan, Vice President, and Director of Athletics addressed the board prior to their voting on the football field naming agreement by publicly acknowledging the Hangar family whose name was originally on the stadium and expressing his gratitude to the family for their many contributions to the university and ECU athletics. With the president's support, Mr. Roan recommended and asked the board for their official approval and ratification and naming of the field at Roy Kidd Stadium as CG Bank field for the next eleven years.

A motion was made by Regent Long to approve the ratification of the football field naming agreement. The motion was seconded by Regent Duerson. The motion passed unanimously by voice vote.


#### **V. Appointment of Ad Hoc Committee-Board Governance & Evaluation**

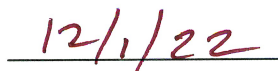
Chair Eaves took a moment to acknowledge that one of the board's statutory obligations is to conduct a regular evaluation of the President. In addition, he has considered the advantages and possibility of conducting an annual board self-evaluation. One of his authorities as Chair of the board is to form ad hoc committees for that purpose. In acknowledging Regent Marion's exemplary service last year with the Presidential evaluation, Chair Eaves has asked that he serve as Chair of the Ad Hoc Committee on Governance and Evaluation and select three committee members to put a process in place by which this happens, then develop a mechanism template for these two surveys, making the process more meaningful.

Regent Marion indicated that he had selected Regent Ward, Regent Murphy, and Regent Duerson and each has agreed to serve in that capacity.

#### **VI. Adjournment**

There being no further business, Chair Eaves called for a motion to adjourn the meeting. A motion was made by Regent Long to adjourn the meeting. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote. The meeting adjourned at 11:50 a.m.

  
\_\_\_\_\_  
Jeremiah Duerson, Board Secretary

  
\_\_\_\_\_  
Date