

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

**December 1, 2022
9:30 a.m.**

**Powell 219
Eastern Kentucky University**

I. Call to Order

A regularly scheduled meeting of the Eastern Kentucky University Board of Regents convened on December 1, 2022, at 9:32 a.m. in Powell 219, 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
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

Laura Babbage
Kristie Whitlatch

II. Information Items

A. Audit Presentation for Fiscal Year Ending June 30, 2022

Pete Ugo of Crowe, LLP gave a presentation regarding the audit for the fiscal year ending June 30, 2022. The presentation is incorporated herein and will be included with the official copy of the minutes.

B. University Reports

1. Ms. Amy Scarborough, Legislative Preview

Amy Scarborough, Chief Government, Community, and Corporate Relations Officer, presented a legislative overview including the time spent focusing on strengthening relationships with policymakers and being proactive to take every opportunity to engage with them, including inviting them to campus and allowing them to hear from a student panel led by SGA President and Student Regent Paige Murphy.

2. Mr. Barry Poynter, Financial Update

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

3. Ms. Colleen Chaney, Communication & Brand Management Update

Ms. Colleen Chaney, Chief of Staff & Chief Communications Officer gave a report on the university's website redesign and how the team is communicating a cohesive brand with content that is visual and relevant to potential and current students, the investment that has been made in the CBM team by the hiring of additional professionals and specialists, and a peek into what is ahead. The presentation is incorporated herein and will be included with the official copy of the minutes.

Mike Savage, Director and General Manager of WEKU 88.9, offered a report including awards received and recognition as a top-ranked radio service, a financial report of station funding, and the awarding of a new FM station permit by the FCC. The presentation is incorporated herein and will be included with the official copy of the minutes.

President McFaddin interjected that when he interviewed Mike four years ago for the station manager and general manager position, Mike brought a great deal of experience, a great vision for public radio, and a strong business acumen. The President acknowledged Mike and his entire team for their phenomenal work in elevating the institution and reducing the financial obligations needed by the university, while the institution still fully supports the work it is doing, bringing more ECU into WEKU.

4. Dr. Sara Zeigler, Academic Affairs Update

Dr. Sara Zeigler, Provost and Senior Vice President for Academic Affairs, presented the academic affairs update beginning with the Cross College Interdisciplinary Collaboration (CCIC)

grant peer review process co-chaired by Deans Julie George & Ryan Baggett for any proposals which would benefit the institution and would involve at least one college or interdisciplinary work. In addition, she shared an academic program review which is completed on an annual basis, updates on the Faculty Center for Teaching & Learning (FCT&L), collaborations between colleges and the community, and signature events that took place in Fall 2022. The presentation is incorporated herein and will be included with the official copy of the minutes.

5. Dr. Dannie Moore, Diversity, Equity, and Inclusion Update

Dr. Dannie Moore, Vice President of Student Life and Chief Diversity, Equity, and Inclusion Officer, presented a report on the university's underrepresented minorities enrollment and trending up percentages for Fall 2023, an increase in diversity training and education opportunities for faculty, staff & students, lasting institutional impacts, and the infrastructure of DEI. The presentation is incorporated herein and will be included with the official copy of the minutes.

6. Mr. Mike Eaves, Chair of the Board Report (presented out of order)

Chair Eaves shared that he and the President have spoken in the last several months about offering board orientation opportunities on several subjects including faculty & staff compensation and retention, facility maintenance, and discussing a master plan for understanding the university's plan for campus. In addition, they want to make sure the board members understand the processes of performance-based funding, budgeting, developing better relations, and interacting more with county & city governments, as well as the use and possibilities for the Corbin & Manchester campuses.

He indicated that some of the board members may have topics that they would like discussed or things that they feel they may not know enough about, and he encouraged them to let him, or the President know so they can be noted and included in an orientation discussion which might take place on a board meeting day or on another day. He mentioned that it had been suggested by Regent Babbage that the regents have a walkabout around campus so the board can see more about the legacy issues, which he thinks is a great idea, and plans to schedule the tour for the spring.

Chair Eaves reported that the pedway across the by-pass is on its way to completion, and construction is proceeding. He explained since the last meeting, one of his obligations as Chair is to periodically review certain expenditures by the President, and under the authority given to him under the by-laws, he appointed Regent Tye to conduct that examination on a regular basis. Regent Tye reviewed the President's expenses and travel and reported back to the Chair that everything was in order. The Chair indicated that he has been working with Counsel to revise the board by-laws, some of which have been modified within the last couple of years, and some of which have

not been revised for some time. He indicated that they would streamline the board by-laws to make them comply with what the board does. The draft will go out prior to a future board meeting.

[The Chair adjourned for a 10-minute recess at 10:43 a.m. The meeting reconvened at 10:57 a.m.]

C. Additional Reports to the Board

1. Written Reports

i. Dr. Richard Crosby, Faculty Senate Chair

It is my pleasure to bring you a report on behalf of the ECU Faculty Senate.

President McFaddin and I have hosted “Lunch and Learn” events in the Regents Dining Room in the Case Cafeteria in September, October, and November. Each one was more well-attended than the previous one, and they provided a great chance for faculty to ask questions, share concerns and hear about the University’s plans. I hope that some sort of similar opportunity will continue into the Spring Semester.

I continue to be pleased with the Problem Solvers Group providing an opportunity for me, Vice Chair Lisa Kay, and Faculty Regent Jason Marion to share concerns with the Provost and receive progress reports from her on previously discussed issues.

With the appointment of Lauren Keeler in Counsel’s Office we are now able to begin the process of revising the Grievance regulation. This regulation is of great importance to the faculty, and the revision is much needed. Currently, there are listening sessions with various faculty while Lauren takes note of issues and ideas that are raised. The next step will be passing the compiled information to a writing group in the (hopefully) near future.

I was part of the exit interview with Faculty Advocate, Beth Polin. The issue of the powers/job description of a Faculty Advocate vs an Ombud has been a source of much concern to the faculty. The independence of this position and how it fits in the hierarchy of dealing with faculty concerns were discussed. It is important that we make our decision and fill this position with all deliberate speed as it is also a critical link in the Grievance process.

As I reported at the last Board of Regents meeting, I polled the Faculty Senate on the issue of how to proceed *this year* with the \$500,000 set aside from the raises which were approved last Spring. The Senate voted 90% to have the money go towards addressing the issue of salary compression. We are pleased that the administration will begin making salary adjustments in the Spring.

ii. Dr. Caelin Scott, Chair of Staff Council

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

This fall, Staff Council hit the ground running with various events, engagement opportunities, and initiatives. With the success of the Homecoming door decorating competition

in years past, Staff Council was glad to host that again for Homecoming 2022. I want to extend a huge thank you to Chairman Eaves and Regent Murphy for their time and willingness to serve as judges and hope you both found it to be a fun experience. The winner was Model Lab's Special Education department with a very festive football theme, ECU Colonel, and a maroon and white door. It was very clever and cute! Staff Council also participated in the Homecoming Parade. It is a great way to bring awareness to the council and build a sense of community and belongingness.

We also hosted several awareness events to better communicate who we are and what our intended mission is. The 'Donut you want to get to know Staff Council' events were scheduled to meet with our constituencies, bring general awareness to the council, as well as promote the election for new members. As mentioned in the last board meeting, Staff Council had several open seats we were filling through elections this fall. I'm happy to report that we had 8 individuals run to fill the 5 vacant seats. Those elected were Cassie Bradley, Morgan Couch, Brandon "Tyler" Ingram, Chris Oberfell, and Jaime Roberts. We're excited for them to be joining the council and look forward to them assuming that role in January.

From a programmatic perspective, Staff Council also hosted an ECU Trivia Night at Dreaming Creek Brewery. This was directly in response to the survey results that employees wanted to see more adult-focused events where they could mingle and network with one another. It was our first go at it, but the feedback we received was that the event was a success, and they would like to see more programs like this. Staff Council also hosted another Breakfast and brainstorming event with President McFaddin that was successful. We look forward to continuing to collaborate with his office to hopefully provide similar opportunities for employees in the spring semester.

Staff Council was also able to host a team-building opportunity at the ECU Challenge Course for our council members. We participated in the high ropes course and had a great time bonding, laughing, and sharing that experience together. I think because of this shared opportunity we'll be able to work even more collaboratively and closely together.

Our Communication Chair, Mary Miller, is also continuing to work on doing Staff Shoutouts on Staff Council's social media platforms. It's a great way to provide some recognition to our wonderful coworkers and employees for the hard work they do every day. To date, we have had 34 staff shoutouts and there are 10 in the queue to be shared.

As you can see, we have had a very busy but eventful fall semester thus far. We are truly grateful for the support given to the Staff Council so that we can promote the welfare of staff. I want to personally thank the Chairman, the Board, and President McFaddin for your continued support of the Staff Council and for allowing me to provide you with this update today. Thank you.

iii. Ms. Paige Murphy, Student Government Association President

Members of the Board,

It is a privilege to be able to address you on behalf of the students at Eastern Kentucky University. When I began this position in August, I had no idea what was ahead of me and could have never anticipated the joy that these past few months would bring. I have loved every second of serving as Student Body President of this university and am excited for the coming semester.

Over the past few months, our student senate has been hard at work addressing the needs of students. In direct response to concerns that were raised by students who were having issues with advising, our Academic Affairs chair began working with Assistant Provost Mulholland to look at ways that we can improve our advising process to make sure that students can navigate class registration with confidence. Additionally, one of our student senators, who is a member of the Air National Guard, has been working with the VETS office to create programming and resources for our students that are veterans, active duty, ROTC, or dependents. Last month, the senate appropriated over \$68,000 to student organizations and university departments to fund projects and events that will directly benefit students. I am incredibly proud of the work that our senate has done under the direction of its fearless leader Travis Pendency.

Campus Activities Board, run by Lilia Lorenz, had record-breaking attendance at their events this semester, reaching over ten thousand students. Our Midnight Breakfast event saw 1,717 students come through the Case Dining hall. We have an incredible lineup of events for the spring and are anticipating record-breaking attendance once again. I want to say thank you to the E3 committee for all the support that they have shown SGA this year. Without the support of E3, we would not have been able to impact the number of students that we did. This semester was a huge indicator that students are hungry for fun, engaging, in-person events and that if we plan them, they will come.

Lastly, my executive team and I have spent the last few months creating a new structure for SGA. After spending time with other SGAs this summer at the Kentucky Leadership Academy, Travis and I realized that our student government was behind the rest of the schools in the state. We are currently working on revising and rewriting the constitution and bylaws for our organization. This has proven to be quite the feat, but we are determined to leave this organization better than we found it. I will bring the new constitution and bylaws to your attention in January for your approval in February.

2. Dr. David T. McFaddin, President

President David McFaddin delivered the following report:

Graduation

As the season now turns from fall to winter, and the hum of campus quiets down, it tells us that December is upon us. With that comes the celebration of another graduating class. I know we all look forward to recognizing our degree candidates this Saturday as we welcome

our Colonels, their families, and friends to Alumni Coliseum. We will recognize 1,188 graduates in two ceremonies ranging from associates degrees to doctorates.

Town and Gown Relationship

Our town and gown relationship with the City of Richmond, the City of Berea, and Madison County continues to grow in positive ways. I want to personally thank Mayor Blythe and the team at the City of Richmond and Lori Tatum with Richmond Tourism for their partnership and sponsorship of the recent FCS Football Playoff Game played here at Roy Kidd Stadium.

In addition, the ongoing discussions about the cities and counties priorities and the role that ECU plays to help in that vision has been highly fruitful and gives me great optimism about opportunities that exist for us with our community partners.

Campus Enhancements

With the end of the semester, a variety of planned campus projects will be underway in December and January. We anticipate the completion of the pedway on the bypass and steam line pipe replacement to begin on University Drive. The Alumni Coliseum and Model Laboratory projects are on schedule, though early indications are that inflationary cost increases will impact the total scope of the work and has our teams thinking about phases of construction to complete all of the necessary construction and renovations. Early estimates for our projects and others across the state have seen cost increase between 20 and 30 percent.

Employee Excellence Awards

We received positive feedback from the President's Employee Excellence Awards from last year and have announced that we will again encourage employees to recognize colleagues they believe deserve recognition as a result of the excellence they provide in service to our university. Details about the program can be found on the President's website at www.president.ecu.edu. We encourage you to come and join us in the spring to celebrate these outstanding employees.

Engagement Opportunities

As you know, my focus for this year was engagement. As we entered a more normal and post-Covid era, some of the things missing were components of engagement. I have encouraged our faculty, staff, and students to become engaged with campus and many have answered that call.

Over the past four months, I have hosted more than ten structured engagement events with students, faculty, and staff and have appreciated the candid feedback ranging from compensation and retention of faculty and staff to suggestions on process improvements and policy modifications to improve the quality of work and life for our campus community. I want to thank everyone who joined me at those events this semester and I look forward to ongoing discussions and strategic actions to address these opportunities in the spring semester.

Athletics' Fall Season Successes

EKU Cross Country

- EKU Cross Country Teams ran at the ASUN Cross Country Championships and won their first ASUN championship.
- EKU Cross Country Women finished in third place in the 5K race.
- Graduate student Ahmed Jaziri won the individual men's conference title for the third consecutive year and earned the ASUN Men's Cross Country Runner of the Year.
- Coach Cory Erdmann was named ASUN Men's Cross Country Coach of the Year.
- The teams competed in the NCAA Southeast Regional, where the men finished in sixth place while the women had a 12th place finish.

EKU Football

- Co-champions of the ASUN (first championship since 2011) and made its first appearance in the postseason since the 2014 campaign.
- Our 22 postseason appearances are now tied for second all-time.
- Season highlights included a FBS win and a top-15 FCS road win at SEMO.
- Parker McKinney was named ASUN Co-Offensive Player of the Year and is one of 30 finalists for the Walter Payton Award (the FCS' equivalent of the Heisman Trophy).
- Coach Walt Wells earned Coach of the Year.

EKU Women's Soccer

- Finished with a winning record.
- Advanced to the ASUN Championship semifinals for the second straight season.

EKU Volleyball

- 15 wins this year were the most since 2016.

Upcoming Events

Commencement
Saturday, December 3, 2022

Classes Begin
January 17, 2023

All A Classic
January 25-28, 2022

Colonels at the Capitol and Next Board of Regents Meeting
February 15, 2023

As we all reflect on the meaning of the holiday season, I want to express my appreciation to the Board of Regents, our dedicated faculty and staff, and the students that entrust us with their education. I wish each of you and your families a Happy Holidays and countless blessings in the New Year.

3. Mr. Mike Eaves, Chair of the Board Report (presented after University Reports)

III. Action Items

A. Approval of Audit Report for FY Ending June 30, 2022

A motion was made by Regent Long to approve the audit report for FY ending June 30, 2022. The motion was seconded by Regent Ward. The motion passed unanimously by voice vote.

B. Approval of Consent Agenda

Chair Eaves presented to the full board the following items on the Consent Agenda for approval. A motion was made by Regent Duerson to approve the following items (i-v) of the consent agenda. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

- i. Approval of the Minutes for the Full Board Meeting on September 16, 2022
- ii. Approval of the Minutes for the Special Meeting of the Ad Hoc Committee on Governance and Evaluation on October 6, 2022
- iii. Approval of Regularly Scheduled Board Meeting Dates for 2023
- iv. Approval of the Personnel Actions
- v. Approval of the Recommended Sabbatical Program Participants for 2023-24

C. Report from the Council on Academic Affairs

A motion was made by Regent Orange to approve the report from the Council on Academic Affairs. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

D. Approval and Ratification of the Naming of Baptist Health Arena

President McFaddin addressed the board with appreciation regarding a new partnership the university has embarked on with Baptist Health System (BHS), and a friendship with Gerard Colman, CEO; Dr. Jody Prather, Chief Strategy & Marketing Officer; and Dr. Aaron Thompson, BHS Board Chair. The university has entered into a multi-year agreement with BHS (as outlined in the agenda) for the naming rights for Baptist Health Arena. ECU will retain the name Alumni Coliseum and will honor the McBrayer family name, as it will now be known as McBrayer Court.

A motion was made by Regent Castro to approve the ratification of the naming of Baptist Health Arena. The motion was seconded by Regent Tye. The motion passed unanimously by voice vote.

E. Approval of Model Laboratory School Tuition & Fees for 2023-24

A motion was made by Regent Tye to approve the Model Laboratory School tuition & fees for 2023-24. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

F. Approval of the Procedures for the Presidential Evaluation

Regent Marion, Chair of the *Ad Hoc* Committee on Governance and Evaluation brought before the board the procedural process for an annual Presidential Evaluation for approval.

A motion was made by Regent Duerson to approve the procedural process for an annual Presidential Evaluation. The motion was seconded by Regent Ward. The motion passed unanimously by voice vote.

G. Approval of the Procedures for the Board Self-Evaluation

Regent Marion continued by bringing before the board the procedural process for the board self-evaluation, using the Association of Governing Boards (AGB) document, with the attached questionnaire that aligns with the university's strategic plan, and would also help the board perform a self-assessment that is a best practice.

A motion was made by Regent Duerson to approve the procedures for the board self-evaluation. The motion was seconded by Regent Ward. The motion passed unanimously by voice vote.

H. Discussion and/or Action related to President's Performance Evaluation

Summary of comments below:

Regent Marion explained that the information compiled from the assessment can be used to reflect upon the university's successes as well as to think about what opportunities, threats, and needs could be limiting the institution from getting to where it needs to be. This process is also one of the board's duties by the state which requires it to be performed on an annual basis. The intent of this process is to learn how the board can personalize feedback to then give to the President to lead EKU into this optimal future that they want to have because higher education is ambiguous and there are so many forces affecting it.

Those individuals who were invited for the annual assessment were those that work most closely with the President. All members of the board are invited, student leadership, faculty senate and staff council chairs and vice chairs, the foundation board chair, alumni president, all members of the President's Cabinet, and the Executive Director of The Richmond Chamber.

The committee reviewed the raw and undistilled documents from the survey to determine that what is presented is representative of what was received. Regent Marion shared what the committee found regarding the strengths of the President. They identified that he was great at celebrating the people, their purpose, and their success, and fostering community engagement. In addition, the respondents expressed that he exemplifies trustworthy leadership, maintains, and promotes consistency through his leadership, and places knowledge at the center of the university's commitment as a School of Opportunity.

Efforts regarding recruitment and educating new and emerging student populations and supporting those efforts were expressed as performing excellently, as well as opportunities differentiating the university more from other universities in the state and increasing our intellectual creative capacity at the university. The report also indicated that we are excelling in welcoming first-generation students, as well as those students with significant financial needs.

In the areas where participants were asked to identify where the university could do better, the area that came up most was enhancing the diversity of the people and perspectives within the community and enabling professional growth. The additional areas that also emerged

were to increase the efficiency of our people, processes, and decision-making, and strive for competitive and equitable pay.

Regent Marion indicated that at the end of the survey, the participants were asked to help identify and celebrate what the President is doing well, and they asked for notable successes. They include excelling and leading the university, putting students first, the BookSmart program, connecting friends and alumni, who then want to help students, and fundraising. They mentioned how the President cares deeply for first-generation students, conveys his love of EKV, and exemplifies how the university has had such an impact on his life. The most common words that were coming out of the comments included students, community, succeed, innovation, and leadership.

When asked how the President could move from the level of effectiveness towards excellence the words staff, faculty, budget, compensation, and increases were mentioned which are not unique to just EKV, all the institutions in Kentucky are facing similar challenges. There were some comments on how he could move forward in that regard related to increasing community understanding about the budget and why these circumstances regarding salaries exist. Also, retaining and attracting faculty and staff, reducing inefficiencies related to turnover, figuring out ways to retain exceptional performers and competent people in critical positions, and increasing the diversity of our workforce were additional suggestions. Lastly, there was a very strong consensus that the President exhibits ethical, positive, and highly effective leadership, and has done an excellent job in leading the university, and EKV remains well-positioned for future success under his leadership.

Chair Eaves commented that there has been a discussion to move the assessment from a calendar year to the academic year, and the board will also discuss moving a few other items to the same. He indicated that the board will be looking at another short assessment sometime in June. Regent Marion agreed that they could start the process with an annual academic year report and then look at whether the board needs to modify the survey instrument to make it better.

Chair Eaves called for a motion to accept the report. A motion was made by Regent Duerson to approve the report. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

I. Discussion and/or Action related to the Board's Self-Evaluation

Regent Marion indicated that each board performed a self-evaluation, and the committee will share more information on that in a future board meeting.

J. Approval of Award of Honorary Degree

President McFaddin brought before the board one of the university's most distinguished alums and the first four-star General in the history of the university, General James E. Rainey. He described General Rainey, along with his many accomplishments and recognitions over the years, as a Patriot, an EKV Colonel, a wonderful father & husband, and someone who loves this institution in immense ways. He indicated that it was the desire of the President's Cabinet, the nominating committee, and with the approval of the President's office that they bring to the board General James E. Rainey for an honorary doctorate to be awarded at the Spring ceremony of 2023.

Regent Marion expressed to the board that since this request for approval went through the nominating committee, at that time, he was Lt. General James E. Rainey which is reflected as such in the board agenda. He requested that the agenda be amended accordingly to exhibit his correct rank.

A motion was made by Regent Tye to approve the Award of an Honorary Degree to General James E. Rainey and amend the agenda accordingly. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

[The Chair adjourned for lunch at 11:56 a.m. The meeting reconvened at 12:43 p.m.]

IV. Executive Session (presented after New Business)

Chair Eaves indicated that the Board requires a closed session pursuant to KRS 61.810(1)(k) to discuss pending litigation against or on behalf of the university. The Chair entertained a Motion pursuant to KRS 61.815 to adjourn to executive session. A motion was made by Regent Long. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

[The Chair adjourned for Executive Session at 12:46 p.m. The meeting reconvened at 2:01 p.m.]

Chair Eaves stated that no action was taken nor were any decisions made in executive session and called for a motion to return to open session. A motion was made by Regent Duerson. The motion was seconded by Regent Castro. The motion passed unanimously by voice vote.

V. New Business

Chair Eaves reported to the board that the President is entitled on an annual basis to request a one-year extension of his employment contract as a year expires. This coincides with his

evaluation which was reviewed that morning. The President has submitted a letter to the board requesting a one-year extension through December 31, 2026.

A motion was made by Regent Long to approve a one-year extension. The motion was seconded by Regent Tye. The motion passed unanimously by voice vote.

On another topic of new business, Chair Eaves shared with the board that he had a conversation with Regent Kristi Whitlatch a few weeks ago. Regent Whitlatch was sworn in from the Ashland area and is CEO of King's Daughters Healthcare System located in Ashland, which is going through a merger with UK. As a result, she has been unable to engage with the board due to matters involved with that merger. With regrets, she asked Chair Eaves to thank the board for their courtesy, and she will notify the Governor's office that she will be unable to serve on the board.

VI. Regent Comments

VII. Adjournment

There being no further business, Chair Eaves adjourned the meeting at 2:17 p.m.



Jeremiah Duerson, Board Secretary

2/15/23

Date