



AGENDA

EASTERN KENTUCKY UNIVERSITY
BOARD OF REGENTS

QUARTERLY MEETING

Wednesday, February 15, 2023

EKU

AGENDA

**Eastern Kentucky University
Board of Regents**

Quarterly Meeting

February 15, 2023

**Eastern Kentucky University
Board of Regents**

**Quarterly Meeting
Agenda**

**February 15, 2023
1:30 p.m.**

**Music Room
Berry Hill Mansion
Frankfort, Kentucky**

SCHEDULE

12:00 p.m. Lunch, Music Room, Berry Hill Mansion

1:30 p.m. Convene Board Meeting, Music Room, Berry Hill Mansion

Eastern Kentucky University
Board of Regents

Quarterly Meeting
Agenda

February 15, 2023
1:30 p.m.

Music Room
Berry Hill Mansion
Frankfort, Kentucky

I.	Call to Order	
II.	Annual Election of Chair	
III.	Information Items	
	A. University Reports	
	1. Construction Update, Alumni Coliseum Project (Matt Roan, J.D. , Vice President & Director of Athletics)	
	2. Financial Update (Barry Poynter , Senior Vice President).....	3
	3. Academic Affairs Update (Dr. Sara Zeigler , Provost & Senior Vice President)	10
	4. Committee Reports (Mike Eaves, J.D. , Chair)	
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	1. Written Reports	
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	2. Dr. David T. McFaddin, President	
	3. Mike Eaves, J.D., Chair of the Board	
IV.	Action Items	
	A. Consent Agenda	
	i. Approval of the Minutes for the Full Board Meeting on December 1, 2022.....	25
	ii. Approval of the Minutes for the Special Meeting of the Ad Hoc Committee on Governance and Evaluation on December 1, 2022	39
	iii. Approval of the Personnel Actions	42
	iv. Approval of Degree Candidates for Spring 2023	47
	B. Review and Approval of Six-Year Plan Update (David T. McFaddin)	48
	C. Real Property Acquisition (Colleen Chaney)	
	D. Board Self-Evaluation Discussion	
V.	Executive Session	
VI.	New Business	
VII.	Regent Comments	
VIII.	Adjournment	



Eastern Kentucky University

Financial Update

February 15, 2023

Budget to Actual Summary

* Preliminary / Draft - Unaudited

January 31, FY 2022-23	Revenue			Expense			Change in Net Position
	Revised	Actual Revenue	Percent Realized	Revised Expense	Actual Expense	Percent Realized	
	Revenue Budget			Budget			
Fund							
Education & General	253,215,900	213,299,949	84.24%	260,983,483	167,939,708	64.35%	45,360,241
Auxiliary	24,975,245	23,811,173	95.34%	24,975,245	16,656,967	66.69%	7,154,206
Total	<u>278,191,145</u>	<u>237,111,122</u>	85.23%	<u>285,958,728</u>	<u>184,596,675</u>	64.55%	<u>52,514,447</u>

January 31, FY 2021-22	Revenue			Expense			Change in Net Position
	Revised	Actual Revenue	Percent Realized	Revised Expense	Actual Expense	Percent Realized	
	Revenue Budget			Budget			
Fund							
Education & General	235,554,777	200,346,934	85.05%	253,963,330	160,217,428	63.09%	40,129,506
Auxiliary	23,708,644	20,834,804	87.88%	23,708,644	12,393,930	52.28%	8,440,874
Total	<u>259,263,421</u>	<u>221,181,738</u>	85.31%	<u>277,671,974</u>	<u>172,611,358</u>	62.16%	<u>48,570,380</u>

5,230,735
(1,286,668)
3,944,067

E & G Revenue by Classification

* Preliminary / Draft - Unaudited

Revenue Source	FY 2022-23			FY 2021-22			Variance
	Revised Budget	Actual	Percent Realized	Revised Budget	Actual	Percent Realized	
Tuition & Class Fees	146,578,637	138,822,482	94.71%	142,848,555	134,542,267	94.19%	4,280,214
State Appropriations	79,251,800	63,401,400	80.00%	74,444,100	59,555,300	80.00%	3,846,100
Government Grants & Contracts	2,463,275	627,269	25.46%	2,400,370	330,237	13.76%	297,032
Private Gifts, Grants & Contracts	1,776,502	1,456,815	82.00%	1,240,147	1,196,488	96.48%	260,328
Educational Sales & Services	7,085,351	6,057,276	85.49%	6,184,656	3,398,915	54.96%	2,658,361
Other Sources	16,060,336	2,934,707	18.27%	8,436,949	1,323,727	15.69%	1,610,980
Total	253,215,900	213,299,949	84.24%	235,554,777	200,346,934	85.05%	12,953,015

E & G Expense by Classification

* Preliminary / Draft - Unaudited

Expense Classification	FY 2022-23			FY 2021-22			
	Revised Budget	Actual	Percent Realized	Revised Budget	Actual	Percent Realized	Variance
Instruction	89,232,687	52,458,976	58.79%	87,950,388	51,109,407	58.11%	1,349,569
Research	663,695	107,168	16.15%	497,446	89,132	17.92%	18,036
Public Service	1,558,694	804,553	51.62%	1,632,003	861,071	52.76%	(56,517)
Academic Support & Libraries	27,049,737	14,654,622	54.18%	24,991,838	14,362,066	57.47%	292,556
Student Services	26,126,209	15,048,365	57.60%	21,447,643	12,623,225	58.86%	2,425,140
Institutional Support	50,481,876	28,320,282	56.10%	50,493,353	26,708,143	52.89%	1,612,138
Operation & Maintenance of Plant	24,371,480	13,522,386	55.48%	23,503,380	13,423,228	57.11%	99,158
Scholarships & Fellowships	41,499,105	43,023,355	103.67%	43,447,279	41,041,155	94.46%	1,982,200
Total	260,983,483	167,939,708	64.35%	253,963,330	160,217,428	63.09%	7,722,280

Budget to Actual Summary – Primary Auxiliaries

* Preliminary / Draft - Unaudited

January 31, FY 2022-23	Revenue			Expense			Change in Net Position
	Auxiliary Unit	Revised Revenue Budget	Actual	Percent Realized	Revised Expense Budget	Actual	
Campus Recreation Center	1,651,850	1,541,890	93.34%	1,651,850	757,748	45.87%	784,142
Housing	20,301,961	19,586,699	96.48%	20,301,961	14,044,149	69.18%	5,542,550
Parking Operations	1,400,000	1,517,031	108.36%	1,400,000	894,688	63.91%	622,343
University Club at Arlington	1,621,434	1,165,553	71.88%	1,621,434	960,383	59.23%	205,170
Total	24,975,245	23,811,173	95.34%	24,975,245	16,656,967	66.69%	7,154,206

January 31, FY 2021-22	Revenue			Expense			Change in Net Position
	Auxiliary Unit	Revised Revenue Budget	Actual	Percent Realized	Revised Expense Budget	Actual	
Campus Recreation Center	1,443,850	1,212,068	83.95%	1,443,850	621,035	43.01%	591,033
Housing	19,422,394	17,180,533	88.46%	19,422,394	10,259,207	52.82%	6,921,326
Parking Operations	1,305,000	1,395,222	106.91%	1,305,000	633,963	48.58%	761,259
University Club at Arlington	1,537,400	1,046,981	68.10%	1,537,400	879,725	57.22%	167,256
Total	23,708,644	20,834,804	87.88%	23,708,644	12,393,930	52.28%	8,440,874

Actual Performance Comparison – Primary Auxiliaries

<i>* Preliminary / Draft - Unaudited</i>	Change in Net Position		
	Auxiliary Unit	FY 2022-23	FY 2021-22
Campus Recreation Center	784,142	591,033	193,109
Housing	5,542,550	6,921,326	(1,378,775)
Parking Operations	622,343	761,259	(138,916)
University Club at Arlington	205,170	167,256	37,914
Total	7,154,206	8,440,874	(1,286,668)

Questions?



www.eku.edu



Eastern Kentucky University

Academic Affairs Update

Giles Gallery Grand Opening

Giles Gallery Golden Grand Opening

- 50 year golden anniversary
- First major renovation since the Jane F. Campbell building opened its doors in 1973
- Creative research display of 20 past and present faculty members from the ECU School of Art & Design

Free public reception

- **Friday, March 31**
- **5-8PM**
- Special ECU School of Music guest performances

The *Giles Gallery Golden Grand Opening* faculty exhibit will be on public view March 31 - April 19, 2023.



College of Science, Technology, Engineering, & Mathematics

New ECU STEM Degree Programs (Launch **Fall 2023**):

- **B.S. Manufacturing Engineering**
 - ECU's first engineering degree program
- **B.S. Management Information Systems**
- Approval granted by:
 - ECU
 - CPE
 - SACSCOC

Dr. Michael Sean June (Founding Director of ECU B.S. in Manufacturing Engineering program).

- Ph.D. in mechanical engineering from North Carolina State University
- Christian Brothers University (Memphis, TN) Associate Professor in Mechanical Engineering
- Director of the Gadomski Center for Engineering Innovation
- Industry career at IBM & named on >20 patents



Colonels at the Capitol Internship Program

Colonels at the Capitol Internship Program (CCIP (Launched Spring 2023)

EKU Department of Government

Seven EKU undergraduates

Interns integrate with legislators:

- Kentucky's General Assembly
- 2023 legislative session
- Tuesdays/Thursdays
- February/March

Benefits of CCIP):

- Gain experiential knowledge of the state legislative process
- Develop critical professional skills through research, communication, and networking
- Prepare EKU students for future careers
- Equip students for political leadership
- Allow state legislators to see first-hand why Eastern Kentucky University is a good investment for the Commonwealth



College of Business

Three Senior representatives at 2023 PGA Show in Orlando

- **Peyton Pyszka**
- **Ethan Lutz**
- **Zach Houser**

Professional Golf Management Program: - Led by Kim Kincer

- 1 of 17 in the country
- **Ranks in the Top 3 for:**
 - **Enrollments**
 - **tournament participation**
 - **student placement at top clubs across the country.**

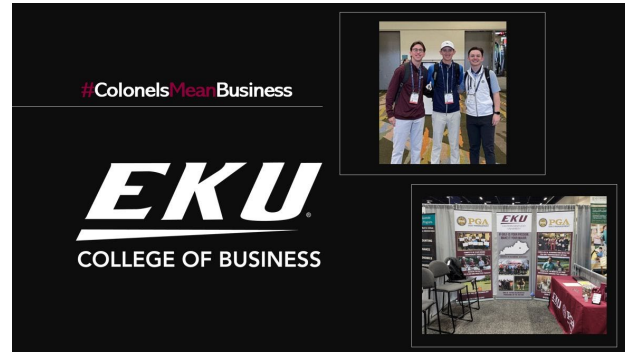
Katie Wiedmar

EKU College of Business ALUM

- PGA Assistant Professional at the prestigious Winged Foot Golf Club in Westchester County, New York

Private Club Merchandiser of the Year

- Awarded by Professional Golfers' Association of America (PGA)



Provost's Internship Program

Provost's Faculty Internship Program (Launched Fall 2022)

- Increase understanding of university-wide initiatives
- Leadership development
- Research that advances academic affairs
- Learning plans of value to academic affairs in key areas, alongside mentors.
- Delivered a panel at the Leadership in Higher Education conference where they shared valuable experiences learned

Six faculty selected:

John Brent, Associate Professor, School of Justice Studies (CJSMS)

Jamie Fredericks, Associate Professor, Dept. of Chemistry (CSTEM)

Kerem "Ozan" Kalkan, Associate Professor, Dept. of Government (CLASS)

Jessica Lair, Associate Professor, Dept. of Physics, Geosciences, and Astronomy (CSTEM)

Erin Presley, Associate Professor, Dept. of English (CLASS)

Matthew Sabin, Professor and Athletic Training Program Director, Dept. of Exercise and Sport Science (CHS)



Center for STEM Excellence

Workshops led by Dr. Alison Cook-Sather

- Renowned scholar focuses on ways to create effective student-faculty partnerships in education.
 - January 13, 2023
 - Center for STEM Excellence
 - Faculty Center for Teaching & Learning
- Reached over 100 ECU students, faculty and staff
- Student partners from:
 - Center for STEM Excellence
 - Noel Studio for Academic Creativity
 - across areas of academic affairs
- Engaged in highly interactive professional development in preparation for supporting students in the spring semester



College of Health Sciences & Honors Program

Eight College of Health Sciences students

- Presented Senior Research Projects at Harvard University
- 6 of 8 were Honors Program students who were presenting their Honors Thesis research projects

- Accompanied by:
 - Dean Daniel Czech
 - Dr. Mike Lane
 - Dr. Julie Duckart



Education Abroad: Spin the Wheel

10th Annual Spin the Wheel

- (February 1st)

Free Study Abroad Experience

Includes:

- Program Expenses
- Airfare

14 Winners



Questions?



www.eku.edu

Report of the Senate Chair to the ECU Board of Regents
For their 2/15/23 meeting in Frankfort

The Faculty Senate had its first meeting of the Spring 2023 semester at 3:30PM on February 6th by Zoom.

President McFaddin gave his report and addressed the OVC issue and the concerns over non-ECU emails being used to discuss this issue as reported by the Richmond Register. He also introduced Amy Scarborough, the new head of ECU's Governmental Relations. He and Ms. Scarborough briefed the Senate on the Legislative Session.

Provost Zeigler reported on Academic Affairs. The Chair thanked her in advance for providing refreshments for the February 13th Faculty Senate Social scheduled for 3:30PM in Walnut Hall of the Keen Johnson Building. This gave the Senate a much-needed chance to mingle in person, since all of our meetings are by Zoom. The Provost also asked everyone to save the date for the next Faculty Social on March 31st, which will coincide with the reopening of the Giles Gallery in the Campbell Building, coinciding with the Gallery's 50th year.

A major topic of discussion was whether or not the Senate should move back to meeting in person rather than by Zoom. At the suggestion of the Chair, the Executive Committee will have representatives from Conferencing and Events speak with us at our meeting on February 20th and come back to the full Senate in March with a recommendation.

In addition to Amy Scarborough the Senate welcomed guest speakers: Jeff Whitaker and Jeremy Steele, to update us on the rollout of new laptops for faculty, and Bryan Makinen, to discuss faculty questions/concerns about the installation of some sensors in offices by Aramark. The discussion with Mr. Makinen revealed concerns regarding Aramark and their cleaning in the library and other spaces, de-icing of steps around the library, and considerable concern about sensors showing up in offices, especially since any announcement about them was missed by faculty. There was no concern about the ones gauging traffic in non-private spaces (like restrooms).

Senate Committee Chairs gave their regular reports. I would like to note that the Faculty Welfare Committee is preparing another large survey for the full faculty, which will go out in the near future. They felt it was important to follow up on last year's survey, which was used to provide (among other things) faculty opinions on compensation.

Salary Compression is finally being addressed. Beginning with the first paycheck of 2023, the allotted adjustments appeared for applicable Associate and Full Professors. We are pleased that the administration has indicated that their intention to continue to address compression with a portion of future raise pools.

The first "Problem Solvers" meeting of 2023 is scheduled for February 21st, so there is nothing to report at this time. The group consists of Regent Jason Marion, Vice Chair Lisa Kay, Provost Zeigler and me.

Unless there is a special meeting called, this will be my last appearance before you as Senate Chair. My successor will be elected and installed in time to carry the ceremonial Mace at Spring Commencement. It has been a distinct pleasure to work with you these last two years. I plan to retire after the spring semester of 2024 and will spend my final year at ECU focused on my teaching. I wish all of you the best as you continue your duties, and I thank you for how you have welcomed my presence and input.

Respectfully submitted,

Richard A. Crosby
Chair, Faculty Senate
ECU Foundation Professor



STAFF COUNCIL

Staff Council Report for the Board of Regents 2.15.23

Chairman Eaves, members of the Board, and President McFaddin, I provide you with a written report on behalf of Staff Council.

Our Staff Shoutouts on Staff Council's social media platforms continue to be a success. Through this initiative, we can provide our employees with recognition on the work they do every day. The popularity of this initiative is growing, and we are excited to see the engagement from employees in this small gesture of recognition.

This month, we are hosting our Staff Council retreat in place of our regularly scheduled meeting to orient our new members to the council and provide a team building opportunity so we can all get to know each other better. Coach Hamilton will be there to lead a motivation and leadership session, we will review the history and accomplishments of Staff Council, and review and learn the council's bylaws. It is always a good day to learn, share, and have a sense of community with one another so I am looking forward to it.

As mentioned last year, Staff Council had several open seats we were filing through elections. Due to some unforeseen vacancies on the council, we were able to offer two of our runners up from that election a seat on the council. Those newly elected members are Lauren Early and Jessica Bailey. We are extremely glad to have them on board, as well as the other new members, and look forward to what they will bring to the table.

In December, Staff Council hosted a "You've been Elf-ed" appreciation event where Buddy the Elf and council members delivered treats to offices on campus. This was a way for us to show our appreciation for the challenging work everyone has done, and to thank our constituents for an excellent year. It was not only fun for the council members, but for our employees. The smiles and laughs we received from this small gesture were worth it! Continuing with programming, right after the winter break, Staff Council hosted our Winter Splash Bash at Campus Recreation. It was a wonderful opportunity for our employees and their families to attend and participate in various activities such as swimming, rock climbing, and crafting.

Staff Council had the honor of partnering with athletics to hold an employee appreciation night at a double header basketball game. Employees were able to receive free tickets to the game and had the opportunity to sign up to participate in an employee versus employee scrimmage at halftime. One employee shared after the game, "That was so fun! Thank you all for putting that together. More will want to play next year, I am sure!" If you were in attendance, you could see that those who participated in the scrimmage at halftime enjoyed it thoroughly, so I hope we can continue that event next year.

As you can see, two months into the year and we have had a remarkably busy spring semester thus far. We are extremely grateful for the continued support given to Staff Council. I want to thank the Chairman, members of the Board, and President McFaddin for your support of Staff Council and for allowing me to provide you with this update. Thank you.

Respectfully submitted,

2.3.23

Dr. Caelin Scott

February 2023 Board Report: Student Regent Murphy

Members of the Board,

It is a privilege to be able to address you on behalf of the students at Eastern Kentucky University. The semester is off to a strong start, and I am hopeful that will continue. I cannot believe that the time is already here, but SGA will hold elections on March 28th. It is shaping up to be another highly contested election and I am excited to see who will take my place in the fall.

Our Student Senate passed twenty-one pieces of legislation last semester and are hard at work on more as we speak. All six of our committees have been dedicated to making change in their respective areas through continual conversations with students as well as administration. One of the most important pieces of legislation that was passed was the act to revise our RSO (Registered Student Organization) funding process. Under the direction of Vice President Travis Pendency, the funding process has been modified to run more efficiently and impact students more effectively than ever before.

The Campus Activities Board is excited for another semester of fun events. It has been a goal of their leader, Lily Lorenz, to make our traditional events, like Midnight Breakfast, even better than they were in the past. We saw record breaking attendance at Midnight Breakfast in the fall and anticipate an even larger turn out this semester. Students are also thrilled about the next two E3 artists that will be visiting EKU in April. I believe that E3 has been one of the most instrumental tools when it comes to reviving campus life for students. At the end of the day, students come to college to get an education, but they are also looking for that quintessential “college experience”. We are thankful that E3 has partnered with us to ensure that students are getting that experience.

One of my main goals for my time as president was to leave this association better than I found it. If we are not functioning to the best of our ability, then we cannot effectively serve the student body. Our SGA is behind almost every other school in the state when it comes to how we operate on a day-to-day basis. The best and most effective way to remedy this was to re-write the constitution. The largest change that was made was the creation of the Administrative Vice President. We combined the roles of the Treasurer, Chief of Staff, and Secretary to create a role that would allow for streamlined communication and a higher level of accountability. Similarly, we added a Speaker of the Senate to allow the Executive Vice President to focus on his role of sitting on university committees and advocating for legislation that the Senate has passed. Lastly, students will now have a chance to represent their college in Senate. This student will meet with the dean of their college monthly and serve as a liaison between the college and its students.

As a representative of SGA and the student body, I seek approval for the new Student Government Association constitution so that we may better serve the students of Eastern Kentucky University.

**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 minutes from the June 14, 2022, full board meeting. 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

Date

**Eastern Kentucky University
Board of Regents
Ad Hoc Committee on Governance and Evaluation
Special Meeting**

December 1, 2022

9:00 a.m.

**Powell 229
Eastern Kentucky University**

I. Call to Order

A special called meeting of the *Ad Hoc* Committee on Governance and Evaluation, of the Eastern Kentucky University Board of Regents, convened on December 1, 2022, at 9:00 a.m. in Powell 229, Eastern Kentucky University, Richmond, Kentucky. Committee Chair Marion called the meeting to order. The roll was called, and a quorum was established.

Present

Dr. Jason Marion, Committee Chair
Regent Jeremiah Duerson
Regent Paige Murphy
Regent Ashley Ward
President McFaddin
Board Chair, Mike Eaves

II. Information Items

A. Update on the Presidential Evaluation & Assessment and Board Self-Assessment

Committee Chair Marion opened the meeting with a review of what was accomplished at the last meeting that took place on October 6, 2022. As a committee, the questions for the President's assessment were identified, as well as spelling out the process that would be used for moving forward. The current process is an interim process to accomplish the evaluation piece this year, however as a best practice, the committee also included making it more beneficial as an assessment rather than an evaluation. In addition, the questions were aligned with the university's strategic plan.

Regarding the board's self-assessment, all regents have completed the self-assessment, however, for the sake of time, those will be reviewed at another time. The board is not obligated by statute to do a self-assessment, but the Association of Governing Boards (AGB) recommends boards do self-assessments, and our accrediting body also believes that it is beneficial.

III. Action Items

A. Approval of the Minutes for the Special Meeting on October 6, 2022

A motion was made by Regent Duerson to approve the minutes for the Special Meeting on October 6, 2022. The motion was seconded by Regent Ward. The motion passed unanimously by voice vote.

B. Discussion and/or Action on the Evaluation of President McFaddin for 1/1/2022-12/1/2022

Committee Chair Marion referred to the document that was established by the committee as the questionnaire as well as a raw draft of what the committee received from the participants. The purpose of the evaluation assessment is to enhance the President's effectiveness in leading the university into a dynamic and prosperous future, to reflect upon the university's successes, as well as to reflect on currently anticipated needs, threats, and opportunities. By doing this, the board fulfills its annual evaluation duties of assessing the President.

Chair Marion shared some milestones with the committee regarding enrollment, state resources, and funding received by the university. All evidence thus far has suggested that attendance at student events has been the best the university has had in at least a decade. Annual giving and Giving Day were up significantly, and the university closed out a capital campaign \$11 million over the \$50 million goal. EKU's ranking regarding all the Military and Veteran programs continues to be among the best in the nation. There have been efforts to recognize employees that have not happened in the past, and there was a modest salary increase of 2%. Regarding athletics' performance, EKU experienced at least a 10% increase in revenue, participated in the FCS Play-offs, and won numerous conference championships as well as runners-up.

The survey instrument focused on values and goals and then offered an option to give an overall rating. The annual assessment survey invitations focused on those who work most closely with the President.

The President rated very high on celebrating the university's people, purpose, success, and fostering engagement. About two-thirds of the respondents responded to the question regarding the President's notable strengths by mentioning the BookSmart program, that he inspires innovation, that he cares deeply about first-generation students, has a passion for the university, conveys his own story, and how EKU is the school of opportunity.

The survey was also designed to ask what two areas the respondents could recommend for potential improvement. Those areas that emerged largely included continued work regarding increasing the diversity of people and perspectives within the university community, continuing to strive for competitive and equitable pay, differentiating EKU from other universities within the state and region, and ensuring an inclusive environment.

Overall, there was a strong consensus from the assessment that the President has exhibited ethical, positive, and highly effective leadership and the university is well-positioned for success in 2023.

Chair Marion expressed his gratitude to Meagan Murray in Institutional Research for running the evaluation, allowing the committee to keep everything anonymous, the volunteers, members of the board, members of the President’s cabinet, faculty senate and staff council, and student government for participating, as they provided very thoughtful feedback.

Regent Ward expressed his appreciation for Regent Marion’s leadership throughout this process and feels that it has been a solid process. He felt that the survey questions were appropriate in trying to capture what is important as it relates to helping the President achieve the goals of the university. He feels that the committee would like to have had more responsiveness from the participants and feels that can be addressed moving forward to try to have more participation. However, he feels that the committee has a clear representative sample of those that responded, and he feels that the report accurately reflects the summary Chair Marion has created. Chair Marion agreed and believed that the committee can improve upon the next assessment, allowing more time for the President and his team to be more prepared by moving the process to an academic year.

President McFaddin took a moment to thank the committee for their work and the time dedicated to performing this important work and having this process in place, not just for the compliance aspect of it, but also to hear the voice of those concerned parties across campus. He expressed that there is constructive feedback that he and his team will do their level best to operationalize and address. One thing they will try to help as they build forward is to try to get the annual report aligned with the next assessment, so the committee has some supplemental material to provide to the respondents to possibly help with more informed responses. Chair Marion agreed and explained that it is the working plan of the committee to have an annual document that is based on the academic year.

Committee Chair Marion thanked Board Chair Eaves for helping the committee get a process in place that aligns with best practices.

A motion was made by Regent Ward that the committee adopt the proposed report Regent Chair Marion has submitted as the official assessment of President McFaddin that will be presented today to the board. The motion was seconded by Regent Duerson. The motion passed unanimously by voice vote.

IV. Adjournment

There being no further business, Chair Marion adjourned the meeting at 9:19 a.m.

Jeremiah Duerson, Board Secretary

Date

**Eastern Kentucky University
Personnel Statistics (Full-Time)
January 31, 2023 & 2022**

Job Category	Institutional			Sponsored Contract/Grant		
	Total Employees		Employee +/-	Total Employees		Employee +/-
	2023	2022		2023	2022	
Full-Time Faculty	563	564	(1)	2	2	-
Administrators/Deans	50	43	7	1	2	(1)
Full-Time Exempt	580	522	58	119	117	2
Full-Time Non-Exempt	317	335	(18)	19	29	(10)
Total:	1,510	1,464	46	141	150	(9)
Job Category	Total Salary			Total Salary		
	Total Salary		Budget +/-	Total Salary		Budget +/-
	2023	2022		2023	2022	
Full-Time Faculty	\$ 38,710,186	\$ 37,918,286	\$ 791,900	\$ 90,930	\$ 79,465	\$ 11,465
Administrators/Deans	\$ 6,765,745	\$ 5,810,870	\$ 954,875	\$ 105,735	\$ 162,378	\$ (56,643)
Full-Time Exempt	\$ 32,855,721	\$ 28,848,397	\$ 4,007,324	\$ 6,148,478	\$ 5,892,795	\$ 255,683
Full-Time Non-Exempt	\$ 11,976,294	\$ 12,051,124	\$ (74,830)	\$ 709,547	\$ 1,091,402	\$ (381,855)
Total:	\$ 90,307,946	\$ 84,628,677	\$ 5,679,269	\$ 7,054,690	\$ 7,226,040	\$ (171,350)

**Eastern Kentucky University
Personnel Statistics (Part-Time)
January 31, 2023 & 2022**

Job Category	Institutional			Sponsored Contract/Grant		
	Total Employees		Employee	Total Employees		Employee
	2023	2022	+/-	2023	2022	+/-
Part-Time Faculty	182	215	(33)	-	-	-
Graduate Assistants	177	166	11	3	-	3
Part-Time Exempt	82	80	2	5	31	(26)
Part-Time Non-Exempt	177	177	-	25	31	(6)
Total:	618	638	(20)	33	62	(29)
Job Category	Total Salary			Total Salary		
	2023		Budget	2022		Budget
			+/-			+/-
Part-Time Faculty	\$ 664,532	\$ 844,597	\$ (180,065)	\$ -	\$ -	\$ -
Graduate Assistants	\$ 887,600	\$ 814,800	\$ 72,800	\$ 16,800	\$ -	\$ 16,800
Part-Time Exempt	\$ 495,887	\$ 399,990	\$ 95,897	\$ 17,700	\$ 205,338	\$ (187,638)
Part-Time Non-Exempt	\$ 851,364	\$ 871,358	\$ (19,994)	\$ 140,004	\$ 183,666	\$ (43,662)
Total:	\$ 2,899,383	\$ 2,930,745	\$ (31,362)	\$ 174,504	\$ 389,004	\$ (214,500)

New Hires November 1, 2022 - January 31, 2023

<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>
Scott	Walter	12/1/2022	AVP Mkt & Communicatns	Comm & Brand Mngmt	Administrators	\$130,000
Bradshaw	Molly	1/20/2023	Assoc Prof/DNP Coord.	School of Nursing	FT Faculty	\$84,660
June	Michael	12/12/2022	Dir, Manufacturing Eng	Applied Eng and Tech	FT Faculty	\$110,000
Rhoden	Erin	1/1/2023	Visiting Asst Professor	Dept Amer SL & Interpreter Ed	FT Faculty	\$22,000
Woodruff	Patricia	1/1/2023	Assoc Professor	School of Nursing	FT Faculty	\$83,000
Branscum	Holly	11/15/2022	Dir, Vets Upward Bound	Veterans Upward Bound Prgm	FT Professionals	\$65,000
Childers	Steven	11/14/2022	Access Coord	Accessibility Services	FT Professionals	\$37,500
Cornelius	Virginia	1/1/2023	Dir of Communications	Model Laboratory School	FT Professionals	\$65,236
Davis	Sara	11/1/2022	Instructional Designer	Office of eCampus Learning	FT Professionals	\$47,425
Friend	Ashley	11/1/2022	Grad Admission Coord	Stud Sucs, Oper & Innovations	FT Professionals	\$41,500
Johnson	Kathleen	11/1/2022	Research and Data Mgr	Dean-Educ. & Applied Human Scs	FT Professionals	\$44,500
Marlow	Courtney	1/3/2023	Outreach & Engage Coord	University Housing	FT Professionals	\$45,825
Maynard	Joshua	12/5/2022	Veterans Outreach Spclst	Military & Veteran Affairs	FT Professionals	\$46,920
McGary	John	1/3/2023	News Reporter, WEKU	WEKU Public Radio	FT Professionals	\$46,000
Minerich	Ethan	11/14/2022	Tennis Center Manager	Adams Tennis Center	FT Professionals	\$40,000
Morgan	Teddy	11/14/2022	Graphic Designer	Office of eCampus Learning	FT Professionals	\$38,000
Nelson Zinkle	Caroline	11/7/2022	Coord Stu Life, Involve	(SL) Student Life General	FT Professionals	\$40,000
Neuhaus	Samantha	11/15/2022	Sr Counselor	Big E Central	FT Professionals	\$40,000
Proctor	Samantha	11/15/2022	Residence Hall Coord	North Residence Hall	FT Professionals	\$35,568
Schroeder	John	1/3/2023	Residence Hall Coord	North Residence Hall	FT Professionals	\$35,568
Thomasson	Joshua	1/23/2023	Sr Counselor	Big E Central	FT Professionals	\$40,800
Weaver	Charles	11/11/2022	Research Engineer	Laser Micromachining Org Mat	FT Professionals	\$50,000
West	William	11/1/2022	Acad Affairs Coord	Provost and Academic Affairs	FT Professionals	\$48,019
Breeden	Regina	11/15/2022	Accounts Payable Clerk	Accounting & Financial Services	FT Hourly Staff	\$32,019
Campbell	Kristopher	1/9/2023	Relocation Specialist	Relocation Services	FT Hourly Staff	\$25,334
Fisher	Megan	11/17/2022	Paraeducator II	Model Laboratory School	FT Hourly Staff	\$27,690
Helton	Naman	11/7/2022	Telecommunicator	Police Department	FT Hourly Staff	\$37,814
Robinson	Terri	11/15/2022	Accounts Payable Clerk	Accounting & Financial Services	FT Hourly Staff	\$32,019
Smith	Gina	11/14/2022	Senior Police Officer	Police Department	FT Hourly Staff	\$44,720
Walsh	Brittany	1/5/2023	Data Integrity Specialist	UTC Am Rescue Funds (ECE-TRIS)	FT Hourly Staff	\$36,036
Boutin	Philip	1/17/2023	PT Faculty-On Campus	Instruction - College of Business	PT Faculty	\$3,264
Brumbaugh	Dustin	1/17/2023	Online PT Faculty	OL-Education-MA	PT Faculty	\$5,000
Dishon	Krystal	1/17/2023	PT Faculty-On Campus	Instruction - Ed & App Human Sci	PT Faculty	\$2,652
Ewing	Alan	1/17/2023	Online PT Faculty	OL-AGS/Supporting Courses	PT Faculty	\$3,050
Morris	Thomas	1/17/2023	Online PT Faculty	OL-Psychology-BS	PT Faculty	\$3,050
Quintanar-Pena	Axel	1/4/2023	Online PT Faculty	OL-AGS/Supporting Courses	PT Faculty	\$6,100
Reid	Maurice	1/6/2023	PT Faculty-On Campus	Instruction - College of Business	PT Faculty	\$3,264
Rodes	Joanna	1/17/2023	PT Faculty-On Campus	Instruction - CLASS	PT Faculty	\$3,264
Strausbaugh	LeeAnn	1/10/2023	Online PT Faculty	OL-RN to BSN	PT Faculty	\$2,667
Burton	Henrietta	1/25/2023	Interpreter	Deaf Student Accessibility Svs	PT Hourly Staff	\$ -
Caldwell	Rae	11/2/2022	VA School Cert Official	Office of eCampus Learning	PT Hourly Staff	\$ -
Collins	Blaine	1/9/2023	Flight Instructor	Class Fees - Aviation	PT Hourly Staff	\$ -
Deering	Natalie	11/7/2022	Staff Counselor	Counseling Center	PT Hourly Staff	\$ -
Greenhill	Brittany	1/3/2023	Data Integrity Specialist	UTC Div of Child Care /TRIS	PT Hourly Staff	\$ -
Hudson	Robert	1/3/2023	Reg Campus Facilitator	Regional Programming	PT Hourly Staff	\$ -
Jones	Cierra	11/16/2022	Voice Lab Research Asst	Clinical Therapeutic Programs	PT Hourly Staff	\$ -
Jones	Trevor	11/10/2022	Support Svcs Associate	Regional Campuses-Corbin	PT Hourly Staff	\$ -
Jordan	Wendi	11/7/2022	Flight Instructor	Class Fees - Aviation	PT Hourly Staff	\$ -
Kaye	Elizabeth	11/16/2022	Game Day Operations	Athletic Game Operations	PT Hourly Staff	\$ -
Keeling	Cristin	11/28/2022	Staff Counselor	Counseling Center	PT Hourly Staff	\$ -
Loiars	Drew	11/14/2022	Flight Instructor	Class Fees - Aviation	PT Hourly Staff	\$ -
Mason	Tara	12/5/2022	Budget Support Asst	Ctr Outdoor Ed & Res-Ed Prog	PT Hourly Staff	\$ -
McIntyre	Michael	11/14/2022	Flight Instructor	Class Fees - Aviation	PT Hourly Staff	\$ -
Miller	Ethan	1/3/2023	Data Analyst	Institutional Effect & Rsch	PT Hourly Staff	\$ -
Morgan	Erica	11/3/2022	Natural Areas Tech.	Recreation & Ntl Rsrc Mgmt	PT Hourly Staff	\$ -
Olmstead	Jesse	1/16/2023	Flight Instructor I	Class Fees - Aviation	PT Hourly Staff	\$ -
Ponder	Hadassah	1/18/2023	ASLIE Temp	Dept Amer SL & Interpreter Ed	PT Hourly Staff	\$ -

New Hires November 1, 2022 - January 31, 2023

<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>
Rowe	Joshua	11/1/2022	Flight Instructor II	Class Fees - Aviation	PT Hourly Staff	\$ -
Stratman	Taylor	1/18/2023	Stud Leadership Mentor	Upward Bound FY23	PT Hourly Staff	\$ -
Walker	Amanda	11/16/2022	Natural Areas Tech.	Recreation & Ntl Rsrc Mgmt	PT Hourly Staff	\$ -
Childress	Gina	1/11/2023	Model Substitute	Model Laboratory School	PT Professionals	\$ -
Clinton	Maya	11/7/2022	KY Ready Ameri-Corps	KY READY Corps FY23	PT Professionals	\$ -
Dim	Ciin	11/16/2022	KY Ready Ameri-Corps	KY READY Corps FY23	PT Professionals	\$ -
Rhodus	Celia	11/4/2022	Model Substitute	Model Laboratory School	PT Professionals	\$ -
Sisman	Bernard	1/12/2023	Model Substitute	Model Laboratory School	PT Professionals	\$ -
Sparks	Michelle	1/12/2023	Model Substitute	Model Laboratory School	PT Professionals	\$ -

Separations November 1, 2022 - January 31, 2023

<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>
Sons	Lisa	12/31/2022	Dir of Ed Talent Search	Ed Talent Search FY23	Administrators	\$65,879
Domenghini	Jacob	12/31/2022	Assoc Prof/Interim Chair	Agriculture	Chairs	\$91,236
Evans	Sara	1/3/2023	Assistant Professor	Amer SL & Interpreter Ed	FT Faculty	\$52,020
Phillips	William	12/31/2022	Professor	Teach, Learn, & Ed Leadership	FT Faculty	\$116,091
Ward	Kelly	12/31/2022	Assistant Professor	Social Work	FT Faculty	\$55,080
Ballard	Felecia	9/22/2022	Associate Director	Dual Credit & Transition Svcs	FT Professionals	\$58,823
Donovan	Courtney	1/3/2023	Asst Dir, Development	Development	FT Professionals	\$60,000
Dwinnells	Steve	1/17/2023	Dir, e-Campus IDC	Off of eCampus Learning	FT Professionals	\$82,501
Fisher	Kevin	11/2/2022	Assoc Dir, Housing & Tech	University Housing	FT Professionals	\$60,082
Ford	Anita	11/30/2022	Mgr, Foundation Endow	Development	FT Professionals	\$49,753
Gilbert	Karen	12/31/2022	Assoc University Librarian	Libraries	FT Professionals	\$55,637
Hannon	Elizabeth	11/2/2022	Assoc Dir for Res Life	University Housing	FT Professionals	\$53,550
Hawksley	Jessica	11/15/2022	Advising Specialist	Dean-Scs, Tech, Eng & Math	FT Professionals	\$37,791
Miller	David	1/13/2023	Ath Digital Brd & Video Dir	Comm & Brand Mngmt	FT Professionals	\$46,901
Owens	James	11/2/2022	Asst Dir, Housing Facilty	University Housing	FT Professionals	\$53,240
Peterson	Kristen	1/13/2023	Assoc Dir, Sports Medicine	Athletic Training	FT Professionals	\$60,000
Riley	Hunter	11/30/2022	Sr Programmer Analyst	Stud Succ, Oper & Innovations	FT Professionals	\$52,500
Sadr	Farzin	1/6/2023	Cap Constructn Proj Admin	Engineering & Construction	FT Professionals	\$91,800
Sims	Sara	11/28/2022	Dir, Central Student Svcs	Big E Central	FT Professionals	\$76,500
Thomas	Mickey	1/18/2023	Sr Graphic Designer/Art Dir	Comm & Brand Mngmt	FT Professionals	\$61,200
Watts	Hanna	1/9/2023	Jaggaer Administrator	Purchasing	FT Professionals	\$40,800
Carrier	Jason	1/12/2023	Grounds Zone Specialist	Grounds/Horticulture	FT Hourly Staff	\$35,110
Maiden	Cecelia	11/28/2022	Administrative Coord	Dean-Ed & Applied Human Scs	FT Hourly Staff	\$38,259
Rice Scott	Christina	1/13/2023	Reg & Schedule Specialist II	Registrar	FT Hourly Staff	\$33,443
Rousey	Tina	12/31/2022	Reg & Schedule Specialist II	Registrar	FT Hourly Staff	\$34,301
Saunier	Lea	11/29/2022	Stud Accounting Associate	Student Accounting Services	FT Hourly Staff	\$30,264
Thay	Smith	1/6/2023	Web Developer	Comm & Brand Mngmt	FT Hourly Staff	\$48,984
Weir	Colton	1/12/2023	Agriculture Technician	Meadowbrook Farm	FT Hourly Staff	\$35,464
Shields	Arlyn	1/11/2023	Server/Bartender/Cashier	University Club at Arlington	PT Hourly Staff	\$ -
Tipton	Benjamin	11/26/2022	Pro Shop Attendant	University Club at Arlington	PT Hourly Staff	\$ -
Bell	Robert	1/24/2023	Temporary Specialist	Football	PT Professionals	\$ -
Brooks	Aaryan	11/8/2022	KY Ready Ameri-Corps	KY READY Corps FY23	PT Professionals	\$ -
Ferner	Thomas	1/20/2023	Quality Control Temp	Football	PT Professionals	\$ -
Osnowitz	Sean	11/30/2022	Quality Control Temp	Football	PT Professionals	\$ -
Patterson	Kelsey	11/15/2022	KY Ready Ameri-Corps	KY READY Corps FY23	PT Professionals	\$ -
Young	Roshmel	1/15/2023	Temporary Specialist	Football	PT Professionals	\$ -

I. Approval of Degree Candidates for Spring 2023

II. Issue

The Board of Regents should formally confirm and confer the degrees for the candidates who have completed degree requirements for Spring 2023

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 2023 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 2023 graduates who have met or will meet degree requirements with a conferral date of March 10, 2023, or May 13, 2023.

**Eastern Kentucky University
Six-Year Capital Plan
(Top Five Ranked Projects for 2024-2026 Biennium)**

Rank	Project Name	Amount	Funding Source	Project Description
1	<u>* New Model Lab Phase II</u>	\$ 22,500,000	General Funds	This increase is designed to accommodate Phase II planning and construction as a result of unexpected cost and price instability extending from the global pandemic and supply chain disruptions unforeseen at the outset of original planning and implementation. The original authorization is in HB 1/22 RS Chapter 199.
2	<u>* Renovate Alumni Coliseum Phase II</u>	\$ 20,198,000	General Funds	This increase is designed to accommodate Phase II planning and construction as a result of unexpected cost and price instability extending from the global pandemic and supply chain disruptions unforeseen at the outset of original planning and implementation. The original authorization is in HB 1/22 RS Chapter 199.
3	<u>* FY24-26 Asset Preservation</u>	\$ 75,000,000	General Funds	This is based on the FY22-24 Asset Renewal project approved in HB 1/22 RS Chapter 199, it reflects a realistic proportion of necessary continued deferred maintenance needs (without a match).
4	<u>* Comprehensive Aviation Expansion</u>	\$ 54,000,000	General Funds: 50,000,000; Other Third Party: \$4,000,000	This project continues significant increases to the EKU Aviation aircraft fleet, simulator equipment base, hangar housing capacity, runway design and expansion and terminal and classroom space usage renovations. It is designed to place EKU in the top ten nationally for baccalaureate and graduate aviation programs as well as enhance regional economic development opportunities for the EKU Service Region and Madison County.
5	<u>Construct Academic Complex</u>	\$ 215,000,000	General Funds	This project will construct and consolidate academic-use classroom, lab and office space, currently housed in several buildings on campus, into a single complex, designed to provide an opportunity to study in modern classrooms, experience modern methodologies, and have opportunities for research. It will also provide an energy efficient environment for students and faculty.

** Projects shaded in gray have already received initial funding from legislature, additional gap funding needed to complete project based on operational need.*

Other, additional projects and placeholders in future biennia; unranked, in discussion, and in flux:

Renovate & Upgrade Heat Plant	\$ 50,000,000	General Funds, \$40M; Restricted Funds, \$10M;
Renovate Roark Building	\$ 75,000,000	General Funds
Campus Pedestrian, Parking, Trans System	\$ 23,000,000	Agency Bonds, \$15M; Restricted Funds, \$3M; Other - Third Party, \$3M
Steam Line Upgrades	\$ 20,000,000	General Funds, \$5M; Other - Third Party Financing, \$15M
Campus Infrastructure Upgrade	\$ 40,000,000	Other - Third Party Financing
Demolish Building Pool	\$ 70,000,000	General Funds, \$70M
Renovate Mechanical Systems Pool 2024-2026	\$ 20,000,000	General Funds, \$10M; Restricted Funds, \$10M
Renovate Whalen Complex	\$ 40,250,000	General Funds, 38,250,000; Other Third Party, 2,000,000
Property Acquisitions Pool	\$ 10,000,000	Restricted Funds \$5M; Other-Third Party Financing \$5M
Chemistry and Translational Research Pool	\$ 1,025,000	Restricted - \$675,000; Other Third Party \$350,000
Commonwealth Hall Repurposing and Renov	\$ 6,000,000	Restricted Funds
Construct Alumni and Welcome Center	\$ 40,000,000	General Funds, \$20M; Other - Third Party Financing, \$20M
Aviation Acquisition Pool	\$ 5,000,000	Restricted Funds
Academic Computing Pool	\$ 8,000,000	Restricted Funds
Administrative Computing Pool	\$ 6,500,000	Restricted Funds

**Eastern Kentucky University
Six-Year Capital Plan
(Top Five Ranked Projects for 2024-2026 Biennium)**

Rank	Project Name	Amount	Funding Source	Project Description
	Campus Data Network Pool	\$ 13,000,000	Restricted Funds	
	Guaranteed Energy Savings Perf Contracts	\$ 25,000,000	Other - Third Party Financing	
	Innovation and Commercialization Pool	\$ 10,000,000	Other- Cash \$10M	
	Lease - Aviation	\$ 1,000	General Funds	
	Madison County - Student Housing - Lease			
	Madison County Land Lease			
	Miscellaneous Maintenance Pool 2024-2026	\$ 20,000,000	Restricted Funds	
	Multi-Property-Multi-Use - Lease #1			
	Multi-Property-Multi-Use - Lease #2			
	Natural Areas Improvement Pool	\$ 825,000	Restricted	
	New Housing Space - Lease			
	Scientific and Research Equipment Pool	\$ 7,400,000	Restricted - \$3M; Other Third Party \$2,2M; Federal \$2,2M	
	Additional University Services Space	\$ 2,500,000	Restricted Funds, \$2M; Other - Cash \$500K	
	Upgrade and Improve Residence Halls Pool	\$ 10,000,000	Restricted Funds	
	Miscellaneous Maintenance Pool 2026-2028	\$ 23,000,000	Restricted Funds	
	Construct Health Sciences Bldg	\$ 33,150,000	General Funds	
	Construct University Hotel & Conf Center	\$ 130,000,000	Other - Private - Cash	
	Renovate Bert Combs Building	\$ 75,000,000	General Funds	
	Renovate Residence Hall	\$ 35,000,000	Agency Bonds	
	Miscellaneous Maintenance Pool 2028-2030	\$ 24,000,000	Restricted Funds	
	Renovate Residence Hall Pool	\$ 26,000,000	Agency Bonds	