



AGENDA

EASTERN KENTUCKY UNIVERSITY
BOARD OF REGENTS

QUARTERLY MEETING

Wednesday, November 15, 2023



AGENDA

**Eastern Kentucky University
Board of Regents**

Quarterly Meeting

November 15, 2023

**Eastern Kentucky University
Board of Regents**

**Quarterly Meeting
Agenda**

**November 15, 2023
9:30 A.M.**

**Powell 219
Eastern Kentucky University**

SCHEDULE

9:30 a.m. Convene Board Meeting, Powell 219

12:00 p.m. Lunch, Case Dining, Regents Room

12:45 p.m. Convene Board Meeting, Powell 219

Eastern Kentucky University
Board of Regents

Quarterly Meeting
Agenda

November 15, 2023
9:30 a.m.

Powell 219
Eastern Kentucky University

I. Call to Order

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 - 2. Academic Affairs Update (**Dr. Sara Zeigler**, Provost & Senior Vice President)
 - 3. Student Success and Enrollment Update (**Dr. Tanlee Wasson**, Senior Vice President)
 - 4. Development Update (**Mary Beth Neiser**, Vice President of University Development & Alumni Engagement)
 - 5. Legislative Preview (**Amy Scarborough**, Chief Government, Community and Corporate Relations Officer)
 - 6. 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

III. Action Items

- A. Approval of Audit Report for FY Ending June 30, 2023 (**Barry Poynter**)
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- E. Approval of Resolution recognizing Juan Castro (**Mike Eaves**)
- F. Discussion and/or Action related to President's Performance Evaluation (**Dr. Jason Marion**)

- IV. New Business
- V. Executive Session
- VI. Adjournment

EASTERN KENTUCKY UNIVERSITY
Richmond, Kentucky

FINANCIAL STATEMENTS
June 30, 2023 and 2022

EASTERN KENTUCKY UNIVERSITY

FINANCIAL STATEMENTS
June 30, 2023 and 2022

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INDEPENDENT AUDITOR'S REPORT

To the Board of Regents
Eastern Kentucky University
Richmond, Kentucky
and
Secretary of Finance and
Administration Cabinet of the
Commonwealth of Kentucky

Report on the Audit of the Financial Statements***Opinions***

We have audited the financial statements of the business-type activities and the discretely presented component unit of the Eastern Kentucky University (the "University"), a component of the Commonwealth of Kentucky, as of and for the years ended June 30, 2023 and 2022, and the related notes to the financial statements, which collectively comprise the University's basic financial statements as listed in the table of contents.

In our opinion, based on our audits and the report of the other auditors, the accompanying financial statements referred to above present fairly, in all material respects, the respective financial position of the business-type activities and the discretely presented component unit of the University, as of June 30, 2023 and 2022, and the respective changes in financial position and, where applicable, cash flows thereof for the years then ended in accordance with accounting principles generally accepted in the United States of America.

We did not audit the financial statements of Eastern Kentucky University Foundation, Inc., which represents the entire discretely presented component unit of the University. Those financial statements were audited by other auditors whose report thereon has been furnished to us, and our opinion, insofar as it relates to the amounts included for Eastern Kentucky University Foundation, Inc., is based solely on the report of the other auditors.

Basis for Opinions

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the University, and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

(Continued)

Emphasis of Matter

As discussed in Note 1 to the financial statements, the University has adopted GASB Statement No. 96, *Subscription-Based Information Technology Arrangements*, as of July 1, 2021. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

(Continued)

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the Management's Discussion and Analysis on pages 4 through 19, the Schedule of the University's Proportionate Share of the Net Pension Liability on page 91, the Schedule of the University's Pension Contributions on page 92 the Schedule of the University's Proportionate Share of the Net OPEB Liability on page 97, and the Schedule of the University's OPEB Contributions on page 98 be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We and other auditors have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Crowe LLP

Crowe LLP

Lexington, Kentucky
November 7, 2023

EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023, 2022 and 2021

Introduction

Eastern Kentucky University ("EKU" or the "University") is a public institution of higher learning located in central Kentucky and serving primarily the eastern region of the Commonwealth. Many EKU students are the first in their families to attend college.

EKU is wrapping up the most comprehensive revitalization in its history, with several new residence halls, academic facilities and other buildings opening in recent years or in the near future on the main campus. The University, which also boasts regional campuses in Corbin and Manchester, offers a diverse range of degree programs at the associate, baccalaureate, master's and doctoral levels. The University's prominent programs include Aviation, Criminal Justice, Education, Environmental Health Science, Forensic Science, Game Design, Homeland Security, Nursing, Occupational Therapy and PGA Golf Management. The nationally prominent Honors Program consistently leads the nation in the number of student presenters at the National Collegiate Honors Council. The institution offers four doctoral programs: Educational Leadership and Policy Studies, Nursing Practice, Occupational Therapy and Clinical Psychology.

Nearly 90 percent of EKU graduates are Kentucky residents, and 75 percent of the University's degree holders are employed in Kentucky after graduation, giving EKU the title of "Kentucky's University." In Fall 2023, the University welcomed approximately 14,000 students, with a growing number attracted to EKU Online programs, often ranked among the nation's most affordable. The University's four-year graduation rate has more than doubled in the last eight years, and recent freshman classes are the best-prepared academically in the institution's history.

EKU has also received the Minority Access Diversity Institution Award for seven consecutive years and was the only regional university in Kentucky to receive the 2017 Higher Education Excellence in Diversity (HEED) Award from *Insight into Diversity* magazine. The University also earned national distinction among the "Great Colleges to Work For" five of the last 11 years, according to the annual report on the academic workplace by the *Chronicle of Higher Education*.

The University has generated record amounts of private support in recent years and is well ahead of pace as the Make No Little Plans campaign winds down. EKU has been recognized for five consecutive years for Contributions to the Public Good from *Washington Monthly* magazine and was ranked second by the magazine among public universities in Kentucky in its 2017 "Best Bang for the Buck" survey.

The audited financial statements for the fiscal year 2023 for Eastern Kentucky University, and the statements for the Eastern Kentucky University Foundation, Inc. (the "Foundation"), an affiliated organization and component unit of the University, are included in this report. This section, Management's Discussion and Analysis ("MD&A"), is intended to provide an overview of the University's financial position at June 30, 2023, with selected comparative information for the years ended June 30, 2022 and 2021. The MD&A should be read in conjunction with the accompanying financial statements and notes.

(Continued)

EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023, 2022 and 2021

Financial Highlights

At June 30, 2023, Eastern Kentucky University's financial position increased as reflected in the Statement of Net Position.

- Total assets increased by \$37.1 million to \$660.9 million at June 30, 2023, compared to a restated \$623.8 million at June 30, 2022. The major factor affecting this was an increase in restricted cash and cash equivalents of \$42 million.
- Deferred outflows decreased by \$27.7 million to \$65.2 million at June 30, 2023, compared to \$92.9 million at June 30, 2022. The decrease is attributed to an decrease in deferred outflows related to pensions.
- Overall liabilities increased by \$56.6 million to \$518.7 million at June 30, 2023, compared to a restated \$462.1 million at June 30, 2022. This increase is primarily the result of a \$44.2 million increase in bonds payable and a \$13.3 million increase in Net Pension Liability.
- Deferred inflows decreased by \$42.7 million to \$100.7 million at June 30, 2023, compared to \$143.4 million at June 30, 2022. The decrease is attributed primarily to a decrease in KERS/KTRS pensions.
- Total net position at June 30, 2023 decreased \$4.5 million to \$106.7 million, compared to a restated \$111.2 million at June 30, 2022.

Using the Annual Report

This annual report consists of a series of financial statements that have been prepared in accordance with Governmental Accounting Standards Board ("GASB") Statement No. 35, *Basic Financial Statements and Management's Discussion and Analysis – for Public Colleges and Universities*. The financial statements consist of Statements of Net Position as of June 30, 2023 and 2022, the Statements of Revenues, Expenses, and Changes in Net Position, and the Statements of Cash Flows for the fiscal years then ended. These statements reflect both the financial position of the University as of the end of the 2023 and 2022 fiscal years, as well as the results of operating and nonoperating activities and cash flows. Also included are the financial statements for the Foundation, which are presented in this report in accordance with GASB Statement No. 39, *Determining Whether Certain Organizations are Component Units – an amendment of GASB Statement No. 14*.

Reporting Entity

The University is a component unit of the Commonwealth of Kentucky (the "Commonwealth").

Statement of Net Position

The Statement of Net Position provides a snapshot of the financial position of the University at the end of the fiscal year. In this statement, assets and liabilities are segregated into their current and noncurrent components with net position reported as capital, restricted, or unrestricted. Unrestricted net position is further designated for specific purposes as noted in this discussion and in the notes to the financial statements.

(Continued)

EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023, 2022 and 2021

Assets – Total assets at June 30, 2023, increased to \$660.9 million compared to restated \$623.8 million at June 30, 2022.

Cash and Cash Equivalents – Total cash and cash equivalents at June 30, 2023, totaled \$98.4 million; \$27.2 million more than the June 30, 2022, level of \$71.2 million. This increase is attributable to a decrease of non-restricted cash and cash equivalents of \$14.9 million and an increase of restricted cash of \$42.0 million.

Investments – The Foundation holds and manages investments owned by the University. At June 30, 2023, the market value of investments held by the Foundation on behalf of the University was \$22.9 million compared to \$21.3 million at June 30, 2022, an increase of \$1.6 million.

Capital Assets – The historical cost, less accumulated depreciation, of the University's capitalized assets was \$502.3 million as of June 30, 2023, a net increase after depreciation of \$1.7 from the restated \$500.6 million balance at June 30, 2022. Depreciation expense for the fiscal year totaled \$26.8 million. This total of capital assets included RTU Assets net of accumulated amortization of \$691 thousand and restated \$1.2 million as well as RTU SBITA Assets net of accumulated amortization of \$6.9 million and restated \$8.2 million for 2023 and 2022, respectively.

Other Asset Categories – The balances in the various other asset categories at June 30, 2023, compared to June 30, 2022 included accounts receivable (net of allowance) which increased in total by \$7.2 million; loans to students, which decreased in total by \$74 thousand; inventories, which increased by \$158 thousand; and prepaid interest, which decreased in total by \$152 thousand.

Deferred Outflows – The deferred outflows for the year ended June 30, 2023, totaled \$65.2 million and represent the unamortized deferred refunding balance of bonds, as well as the contributions to the KTRS and KERS pension and KTRS and KERS OPEB. This is a decrease of \$27.7 million over the June 30, 2022 balance of \$92.9 million. This decrease is primarily attributable to a decrease in KTRS pension contributions.

Liabilities – Total liabilities at June 30, 2023, were \$518.7 million compared to restated \$462.1 million at June 30, 2022. This increase of \$46.6 million is primarily attributable to an increase in Bonds Payable from fiscal year 2023 of \$44.2 million.

Bonds Payable and Finance Lease Obligations – In total, bonds payable and finance lease obligations increased by \$45.7 million as of June 30, 2023, compared to the restated number at June 30, 2022. At June 30, 2023, the total bonds payable and finance lease obligations were \$171.5 million versus the restated \$125.8 million at June 30, 2022. This increase is attributable to new bonds issued during fiscal year 2023 of approximately \$50 million, offset by the principal payments made on the bonds.

Other Liability Categories – At June 30, 2023, the balances in various other liability categories decreased by \$801 thousand to \$50.5 million compared to \$51.3 million at June 30, 2022. The majority of the balances in this category are comprised of accounts payable, interest payable, payroll/benefits liabilities, external contracts and grants, and unearned revenues associated with tuition and fees billed in June 2023, for summer school classes, as well as unearned revenues associated with the Case Dining Hall agreement.

Deferred Inflows – The deferred inflows for the year ended June 30, 2023, totaled \$100.7 million and represent the KTRS and KERS pension, KTRS and KERS OPEB, as well as a Service Concession for Housing projects constructed as part of the P3 initiative on campus. This decrease of \$42.7 million is primarily attributed to KTRS and KERS pension, compared to the June 30, 2022 deferred inflows balance of \$143.4 million.

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EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023, 2022 and 2021

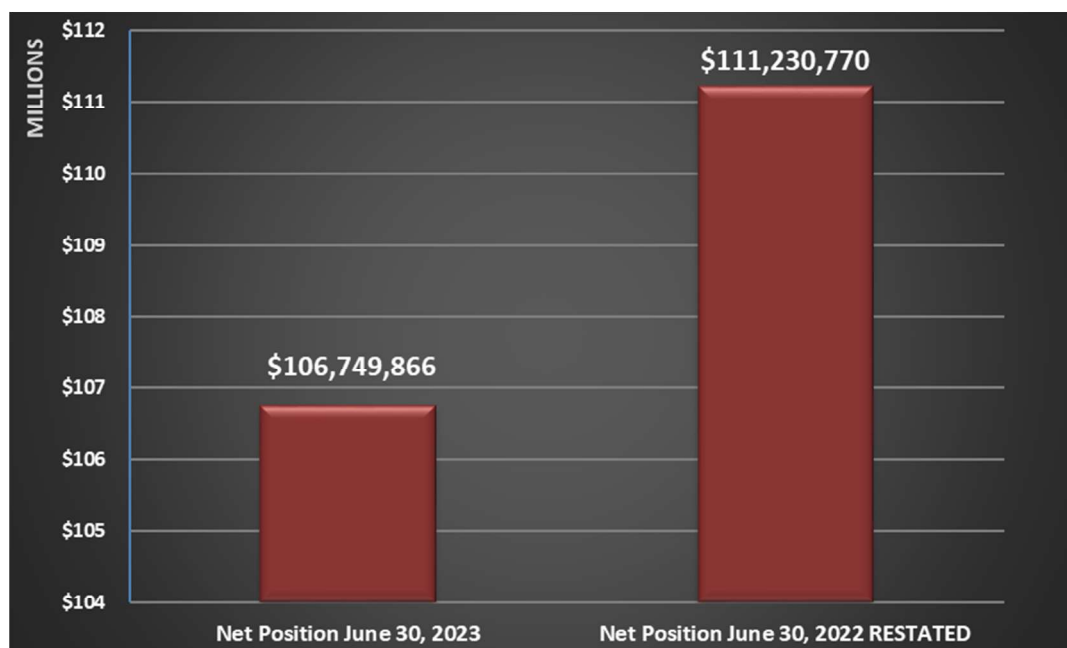
Net Position – Total Net Position at June 30, 2023, was \$106.7 million; a decrease of \$4.5 million from restated net position of \$111.2 million at June 30, 2022.

Net Investment in Capital Assets – Net position invested in capital assets decreased by \$38.7 million as of June 30, 2023 to \$247.2 million compared to the restated June 30, 2022, level of \$285.9 million.

Restricted Net Position – In total, restricted net position increased by \$46.2 million to \$82.1 million at June 30, 2023, compared to a restated \$35.9 million at June 30, 2022. The net increase is primarily attributable to the increase in restricted expendable for capital projects of \$45.0 million.

Unrestricted Net Position – Unrestricted net position decreased by \$11.8 million to \$(222.5) million at June 30, 2023, compared to the restated June 30, 2022 unrestricted net position of \$(210.7) million. This decrease is primarily attributable to the KTRS and KERS pension expense adjustments.

The chart below illustrates the net position for the years ended June 30, 2023 and 2022:



(Continued)

EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023, 2022 and 2021

Unrestricted Net Position

A portion of net position is considered unrestricted. The unrestricted net position may be designated for certain uses, but does not have formal governmental, donor, or other restrictions. The balances for unrestricted net position (in thousands) at June 30 are shown below with the respective designations indicated.

| | <u>2023</u> | <u>2022 (Restated)</u> | <u>2021</u> |
|--|---------------------|------------------------|---------------------|
| Inventories | \$ 325 | \$ 426 | \$ 311 |
| Outstanding encumbrances | 1,576 | 895 | 1,630 |
| Departmental commitments | 6,991 | 4,079 | 4,147 |
| Designated projects and contingency reserves | 33,434 | 46,186 | 50,117 |
| Health care self-insurance reserve | 3,000 | 3,000 | 3,000 |
| Auxiliary working capital | (1,025) | 2,082 | 699 |
| University capital projects | 1,000 | 1,000 | 1,000 |
| KTRS pension | (84,344) | (94,163) | (125,563) |
| KERS pension | (143,038) | (124,902) | (136,624) |
| KTRS OPEB | (21,651) | (22,614) | (24,889) |
| KERS OPEB | <u>(18,800)</u> | <u>(26,642)</u> | <u>(30,112)</u> |
| Total unrestricted net position | <u>\$ (222,532)</u> | <u>\$ (210,653)</u> | <u>\$ (256,284)</u> |

The following are the major components reflected in the Statements of Net Position (in thousands):

| | <u>2023</u> | <u>2022 (Restated)</u> | <u>2021</u> |
|--|-------------------|------------------------|-------------------|
| ASSETS | | | |
| Current assets | \$ 82,958 | \$ 90,737 | \$ 101,495 |
| Capital assets – net | 502,342 | 500,626 | 505,302 |
| Other noncurrent assets | <u>75,618</u> | <u>32,474</u> | <u>43,703</u> |
| Total assets | <u>\$ 660,918</u> | <u>\$ 623,837</u> | <u>\$ 650,500</u> |
| DEFERRED OUTFLOWS | | | |
| Unamortized deferred refunding balance | \$ 46 | \$ 76 | \$ 125 |
| KTRS/KERS pensions | 40,708 | 74,647 | 18,588 |
| KTRS/KERS OPEB | <u>24,458</u> | <u>18,144</u> | <u>7,347</u> |
| Total deferred outflows | <u>\$ 65,212</u> | <u>\$ 92,867</u> | <u>\$ 26,060</u> |
| LIABILITIES | | | |
| Current liabilities | \$ 40,309 | \$ 41,370 | \$ 46,169 |
| Noncurrent liabilities | <u>478,377</u> | <u>420,748</u> | <u>358,762</u> |
| Total liabilities | <u>\$ 518,686</u> | <u>\$ 462,118</u> | <u>\$ 404,931</u> |
| DEFERRED INFLOWS | | | |
| Service concession - housing | \$ 56,886 | \$ 59,256 | \$ 61,627 |
| Other deferred inflows | 7,458 | 7,970 | 6,870 |
| KTRS/KERS pensions | 9,523 | 48,437 | 96,004 |
| KTRS/KERS OPEB | <u>26,827</u> | <u>27,692</u> | <u>27,255</u> |
| Total deferred inflows | <u>\$ 100,694</u> | <u>\$ 143,355</u> | <u>\$ 191,756</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023, 2022 and 2021

| | <u>2023</u> | <u>2022 (Restated)</u> | <u>2021</u> |
|----------------------------------|-------------------|------------------------|------------------|
| NET POSITION | | | |
| Net investment in capital assets | \$ 247,218 | \$ 285,940 | \$ 287,949 |
| Restricted – expendable | 69,731 | 23,610 | 35,876 |
| Restricted – nonexpendable | 12,333 | 12,333 | 12,333 |
| Unrestricted | <u>(222,532)</u> | <u>(210,652)</u> | <u>(256,284)</u> |
| Total net position | <u>\$ 106,750</u> | <u>\$ 111,231</u> | <u>\$ 79,874</u> |

Statements of Revenues, Expenses, and Changes in Net Position

The Statements of Revenues, Expenses, and Changes in Net Position reflect the operating, nonoperating, and capital revenues and expenses of the University. The increase in total net position is a result of these activities.

Operating Results – As indicated in the Statement of Revenues, Expenses, and Changes in Net Position, there was a net loss of \$156.9 million from operations for the fiscal year ended June 30, 2023, prior to consideration of state appropriations and other net nonoperating revenues. This is compared to a restated loss of \$106.7 million from operations for the fiscal year ended June 30, 2022.

Operating Revenues

Below is a summary of operating revenues for fiscal year 2023 as compared to fiscal years 2022 (Restated) and 2021:

| | <u>Year ended June 30, (in thousands)</u> | | |
|----------------------------------|---|------------------------|-------------------|
| | <u>2023</u> | <u>2022 (Restated)</u> | <u>2021</u> |
| Tuition and fees | \$ 154,321 | \$ 148,360 | \$ 145,643 |
| Scholarships and discounts | <u>(73,245)</u> | <u>(66,186)</u> | <u>(64,867)</u> |
| Net tuition and fees | 81,076 | 82,174 | 80,776 |
| Grants and contracts | 26,108 | 28,605 | 29,762 |
| Other revenues | <u>20,036</u> | <u>13,460</u> | <u>10,491</u> |
| Total education and general fund | 127,220 | 124,239 | 121,029 |
| Auxiliaries | 29,415 | 27,996 | 22,566 |
| Scholarships and discounts | <u>(9,400)</u> | <u>(5,018)</u> | <u>(3,647)</u> |
| Net auxiliaries | 20,015 | 22,978 | 18,919 |
| Total operating revenues | <u>\$ 147,235</u> | <u>\$ 147,217</u> | <u>\$ 139,948</u> |

Tuition and Fees – Income from student tuition and fee assessments, shown net of the tuition discount, was \$81.1 million for the fiscal year ended June 30, 2023, compared to \$82.2 million for the fiscal year ended June 30, 2022. The decrease of \$1.1 million in net tuition and fees reflects principally an increase in gross tuition and fee revenue offset by an increase in KHEAA funding provided to students of approximately \$9 million during the year ended June 30, 2023.

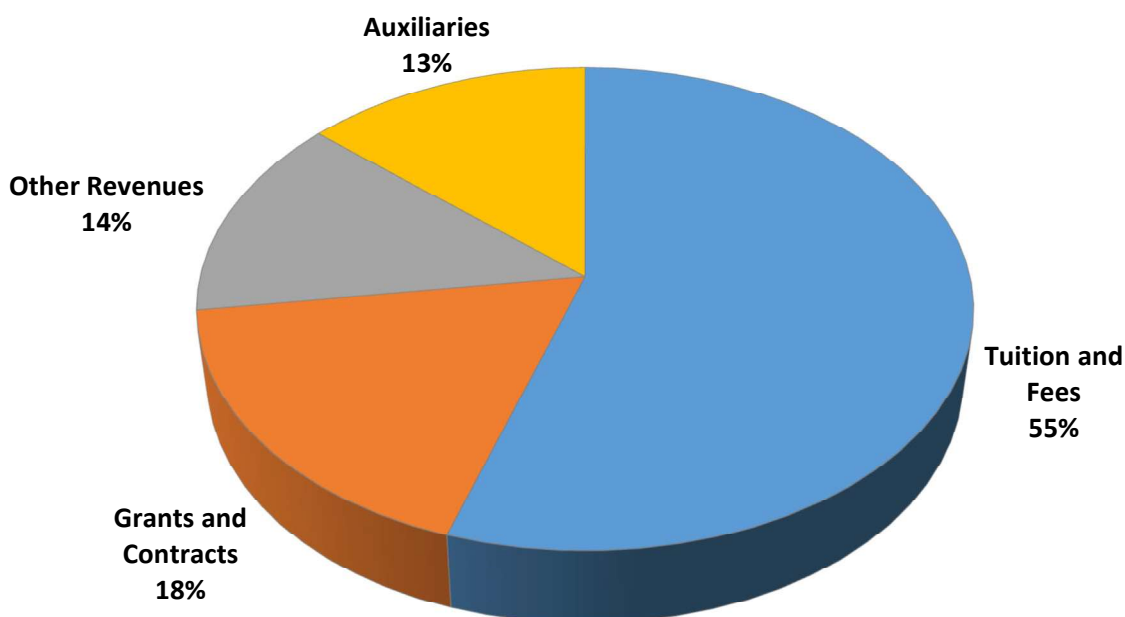
(Continued)

Grants and Contracts – For the fiscal year ended June 30, 2023, there was \$26.1 million recognized revenue from all grants and contracts compared to a restated \$28.6 million for the year ended June 30, 2022; an decrease of \$2.5 million. Revenues recognized from external grants and contracts can vary significantly from one fiscal year to the next given variations in new awards, awards ending their grant cycle, and amounts recognized for activities occurring in a given year.

Auxiliaries – Auxiliary enterprises consist of University functions provided for the academic and physical well-being of students. While these functions are not directly related to providing educational services, they are important for student convenience and support. Like tuition and fees, housing revenues are reported net of scholarships and financial aid that directly offset these costs to students. In the Statements of Revenues, Expenses, and Changes in Net Position, \$20.0 million is reported for net auxiliary revenues for the year ended June 30, 2023, compared to \$23.0 million for the year ended June 30, 2022. The majority of auxiliary revenues for both fiscal years is attributable to student residence hall fees.

Other Operating Revenues – Revenues in the various categories that make up other operating revenues can vary widely from year to year when unexpected revenues come into the University. For the fiscal year ended June 30, 2023, total other operating revenues were \$12.6 million compared to a restated \$6.6 million for June 30, 2022, an increase of \$6.0 million.

Source of Operating Revenues – Fiscal Year 2023



(Continued)

EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023, 2022 and 2021

Operating Expenses

Educational and General – Educational and general expenses are those expenditures associated with both academic instruction and support of the educational mission of the University. These include expenditures related to both operational activities and those activities where funding is restricted for specific purposes, such as external contracts and grants. Educational and general expenditures include instructional costs, expenditures related to public service, academic support services such as libraries, student services including health services and student activities, administrative costs for the University, the maintenance and operation of the University's physical facilities, financial and scholarship expenses not directly related to tuition or housing, and debt service expenditures. For the fiscal year ended June 30, 2023, educational and general expenditures totaled \$282.6 million compared to a restated \$283.4 million for the fiscal year ended June 30, 2022; a decrease of \$800 thousand.

Auxiliaries – As indicated above, auxiliary enterprises are essential student service activities that do not directly impact educational and general operations. The total auxiliary expenditures for the year ended June 30, 2023, were \$22.1 million, compared to a restated \$19.3 million for the year ended June 30, 2022.

Below is a summary of operating expenditures for fiscal year 2023, compared to fiscal years 2022 (Restated) and 2021:

| | Year ended June 30, (in thousands) | | |
|---|------------------------------------|------------------------|-------------------|
| | <u>2023</u> | <u>2022 (Restated)</u> | <u>2021</u> |
| Instruction, academic support and libraries | \$ 112,985 | \$ 107,748 | \$ 101,292 |
| Research and public service | 16,957 | 21,129 | 23,810 |
| Student services | 23,811 | 20,626 | 17,565 |
| Institutional support and operations and maintenance of plant | 77,661 | 71,405 | 50,511 |
| Student financial aid | 23,849 | 35,021 | 23,581 |
| Depreciation | 26,847 | 26,194 | 23,655 |
| Other operation expenses | <u>531</u> | <u>1,341</u> | <u>1,862</u> |
| Total educational and general expenses | 282,641 | 283,464 | 242,276 |
| Auxiliaries | 22,053 | 19,277 | 17,016 |
| Pension expense adjustments | 8,317 | (43,122) | (96,856) |
| OPEB expense adjustments | <u>(8,805)</u> | <u>(5,745)</u> | <u>(6,705)</u> |
| Total operating expenses | <u>\$ 304,206</u> | <u>\$ 253,874</u> | <u>\$ 155,731</u> |

Instruction, Academic Support, and Libraries – The total expenditures of these three areas, which directly relate to teaching, academic, and faculty support, increased \$5.3 million to \$113.0 million for the year ended June 30, 2023, compared to restated \$107.7 million for the year ended June 30, 2022.

Research and Public Service – Expenditures in these categories are primarily related to external contracts and grants activity. These activities can vary significantly from year to year due to both timing of awards and project completions. For the fiscal year ended June 30, 2023, total expenditures related to research and public service was \$17.0 million, compared to \$21.1 million for the fiscal year ended June 30, 2022; a decrease of \$4.1 million.

Student Services – Expenditures for student services for fiscal year 2023 were \$23.8 million compared to \$20.6 million in fiscal year 2022, an increase of \$3.2 million. The student services function includes expenditures for many activities contributing to student development outside the instructional setting.

(Continued)

EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023, 2022 and 2021

Institutional Support and Operations and Maintenance of Plant – These functions provide physical and administrative support for the University and include administrative offices, physical plant operations, noncapital maintenance expenses, utility expenses, technology support, legal, property and liability insurance, and other similar operational support costs. For the fiscal year ended June 30, 2023, the expenditures for these areas totaled \$77.7 million compared to a restated \$71.4 million for the year ended June 30, 2022; an increase of \$6.3 million. This increase is primarily attributable to funds spent related to Asset Preservation Funding.

Student Financial Aid – Tuition and fees, as well as certain auxiliary revenues, are shown net of financial aid from all sources directly awarded to fund those respective areas. As a result, the financial aid expense shown on the Statement of Revenues, Expenses, and Changes in Net Position for the fiscal years highlighted is relatively low in relationship to the total amounts expended for financial aid both from governmental sources and institutional sources. For fiscal year 2023, the total financial aid expenditure was \$106.5 million compared to \$106.2 million for fiscal year 2022, an increase of \$300 thousand as shown in the table on the following page.

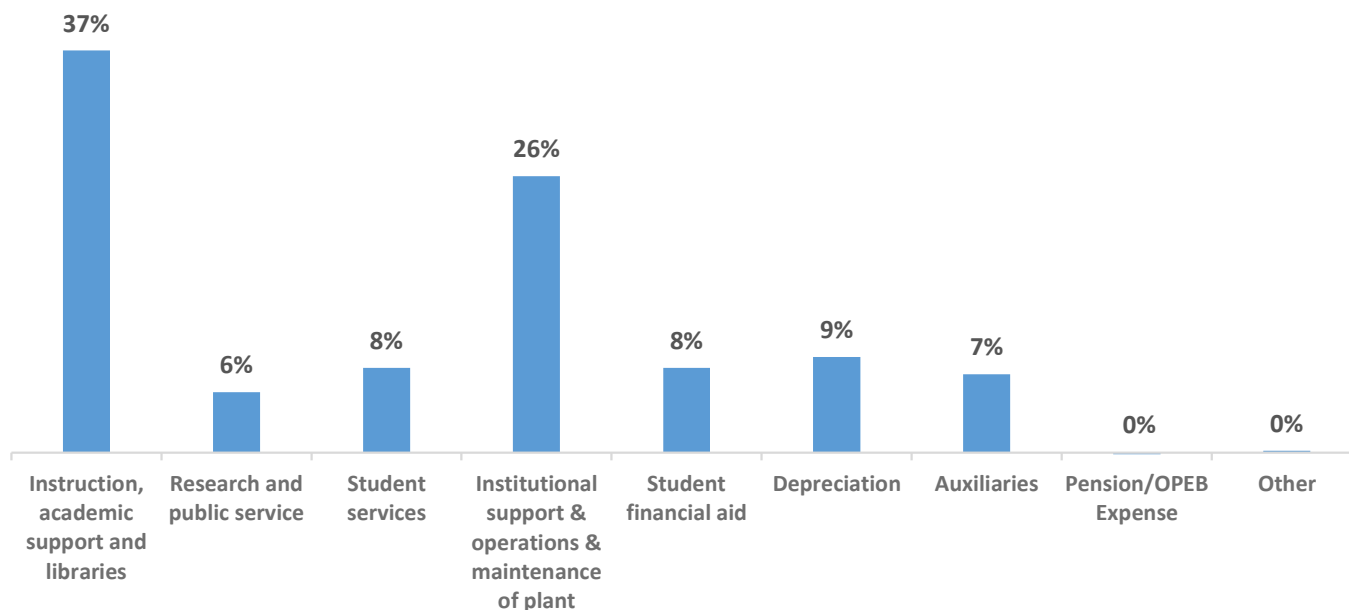
Pension Expense Adjustments – Upon adoption of GASB Statement No. 68 Accounting and Financial Reporting for Pensions, the University reports Pension Expense on the Statement of Revenues, Expenses, and Changes in Net Position. For the fiscal year ending June 30, 2023, the University recorded \$8.3 million of Pension Expense Adjustments. This is a \$51.4 million increase from the fiscal year ending June 30, 2022 Pension Expense Adjustments of \$(43.1) million. These expense adjustments do not include actual contributions to the plan.

OPEB Expense Adjustments – Upon adoption of GASB Statement No. 75, Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions, the University reports OPEB Expense on the Statement of Revenues, Expenses, and Changes in Net Position. For the fiscal year ending June 30, 2023, the University recorded \$(8.8) million of OPEB Expense Adjustments. For the fiscal year ending June 30, 2022, the University recorded \$(5.7) million of OPEB Expense Adjustments. These expense adjustments do not include actual contributions to the plan.

(Continued)

EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023, 2022 and 2021

Major Areas of Operating Expense – Fiscal Year 2023



Student financial aid expense reported on the Statement of Revenues, Expenses, and Changes in Net Position reflect the residual financial aid paid directly to the students. The student financial aid expense for the year ended June 30, 2023, was \$23.8 million, a decrease of \$11.2 million compared to \$35.0 million for the year ended June 30, 2022. The majority of this decrease was attributable to the decrease in distribution of CARES emergency student funding due to the last year of funding.

The information below shows the gross dollars associated with financial aid support:

| | Year ended June 30, (in thousands) | | |
|-------------------------------------|------------------------------------|-------------------|------------------|
| | 2023 | 2022 | 2021 |
| Tuition and fee discount | \$ 73,245 | \$ 66,186 | \$ 64,867 |
| Auxiliary enterprises discount | 9,400 | 5,018 | 3,647 |
| Student financial aid expense | <u>23,849</u> | <u>35,021</u> | <u>23,581</u> |
| Total student financial aid expense | <u>\$ 106,494</u> | <u>\$ 106,225</u> | <u>\$ 92,095</u> |

Non-Operating Revenues/Expenses

State Appropriations – Funding from state appropriations for operations and debt service for the fiscal year ended June 30, 2023 was \$79.4 million. This was an increase of \$5.0 million from the prior year ended June 30, 2022 amount of \$74.4 million.

(Continued)

EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023, 2022 and 2021

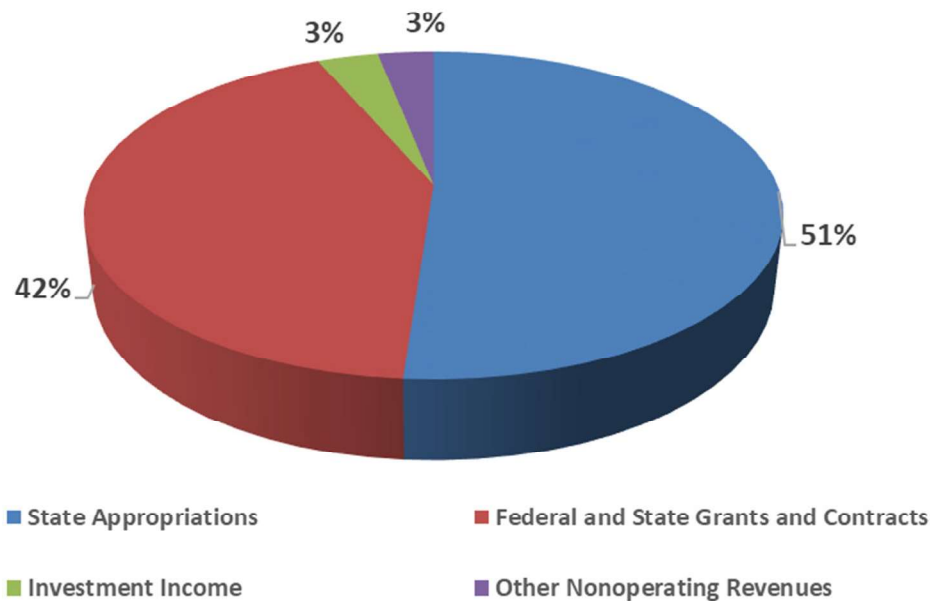
Investment Income – Total investment income for the fiscal years ended June 30, 2023 and 2022, was \$5.3 million and \$(5.3) million, respectively; an increase of \$10.6 million.

Federal and State Grants and Contracts – Total federal and state grant revenue for the fiscal year ended June 30, 2023, was \$65.8 million, compared to the restated \$70.2 million from fiscal year 2022. This was a decrease from prior year revenue of \$4.4 million. This decrease was due primarily to the last year to use HEERF funding received from the federal government to address the pandemic.

Other Non-Operating Revenues – Other non-operating revenues totaled \$4.8 million for the year ended June 30, 2023, equal compared to \$4.8 million from the prior year ended June 30, 2022. This is the revenue recognized for Case Dining each year.

Other Non-Operating Expenses – Other non-operating expenses totaled \$872 thousand for the year ended June 30, 2023, an increase of \$261 thousand compared to \$611 thousand from the prior year ended June 30, 2022.

Major Sources of Non-Operating Revenues – Fiscal Year 2023



Capital Support – For the year ended June 30, 2023, the University received funds from the Commonwealth totaling \$5.0 million for new capital projects compared to fiscal year 2022 when the University did not receive any funds from the Commonwealth for new capital projects.

(Continued)

EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023, 2022 and 2021

The following are the major components reflected in the Statements of Revenues, Expenses, and Changes in Net Position (in thousands):

| | Year ended June 30, (in thousands) | | |
|--|------------------------------------|------------------------|------------------|
| | <u>2023</u> | <u>2022 (Restated)</u> | <u>2021</u> |
| Operating revenues | \$ 147,235 | \$ 147,217 | \$ 139,948 |
| Operating expenses | <u>304,206</u> | <u>253,875</u> | <u>155,731</u> |
| Operating loss | (156,971) | (106,658) | (15,783) |
| Nonoperating revenues – net | <u>147,468</u> | <u>138,015</u> | <u>134,236</u> |
| Gain (loss) before capital appropriations | (9,503) | 31,357 | 118,453 |
| Capital appropriations | <u>5,022</u> | <u>-</u> | <u>3,269</u> |
| Change in net position | (4,481) | 31,357 | 121,722 |
| Net position – beginning of year | <u>111,231</u> | <u>79,874</u> | <u>(41,848)</u> |
| Net position – end of year | <u>\$ 106,750</u> | <u>\$ 111,231</u> | <u>\$ 79,874</u> |

Statements of Cash Flows

The Statements of Cash Flows provides information related to cash sources and uses during the fiscal year. The Statement focuses on three areas: cash generated and utilized from operations; noncapital and capital financing activities; and investing activities. Additionally, there is a reconciliation section in the Statement whereby the net cash used in operations is reconciled to the loss from operations reflected in the Statements of Revenues, Expenses, and Changes in Net Position.

The following is summary information (in thousands) from the Statements of Cash Flows:

| | Year ended June 30, (in thousands) | | |
|--|------------------------------------|------------------------|------------------|
| | <u>2023</u> | <u>2022 (Restated)</u> | <u>2021</u> |
| Cash provided by (used in) | | | |
| Operating activities | \$ (141,027) | \$ (131,999) | \$ (94,491) |
| Noncapital financing activities | 147,404 | 146,155 | 129,837 |
| Capital and related financing activities | 17,878 | (31,496) | (16,766) |
| Investing activities | <u>2,875</u> | <u>(1,159)</u> | <u>41</u> |
| Net change in cash and cash equivalents | 27,130 | (18,499) | 18,621 |
| Cash and cash equivalents – beginning of year | <u>71,220</u> | <u>89,719</u> | <u>71,098</u> |
| Cash and cash equivalents – end of year | <u>\$ 98,350</u> | <u>\$ 71,220</u> | <u>\$ 89,719</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023, 2022 and 2021

Capital Asset and Debt Administration

During fiscal years 2023 and 2022, the following projects were completed by the University:

| | Year ended June 30, (in thousands) | |
|--|------------------------------------|-------------|
| | <u>2023</u> | <u>2022</u> |
| One Room School House HVAC | \$ 29 | \$ - |
| Arlington Mansion HVAC Replacement | 43 | - |
| Burrier Stone Wall Patio | 69 | - |
| Whitlock Auditorium State Drape Replacement | 78 | - |
| Sullivan Boiler/DA Tanks Replacement | 79 | - |
| Arlington Pro Shop HVAC Replacement | 86 | - |
| Clay Hall Boiler/DA Tanks Replacement | 91 | - |
| RCF2846 Central KY Regional Airport Modular Building | 140 | - |
| Sand Volleyball Court | 546 | - |
| RCF 1987 Begley Building Sewer Lift Station | 683 | - |
| Rowlette Roof Replacement | 712 | - |
| Powell Building Roof Replacement | 825 | - |
| Combs Boiler/Heat Exchange | - | 385 |
| Ramsey Heat Plant Boiler Replacement | - | 678 |
| Alumni Coliseum Chiller Replacement | - | 393 |
| Tom Samuels Track Lighting Replacement | - | 378 |
| Football Stadium Lighting Replacement | - | 573 |
| Football Field Turf Replacement | - | 414 |
| Coates Building Chiller Replacement | - | 247 |
| Clay Hall Cooling Tower Replacement | - | 79 |
| Intramural Complex Turf Replacement | - | 399 |
| Burrier Building Boiler Replacement | - | 110 |
| Combs Penthouse Roof Replacement | - | 161 |
| Baseball Field Turf Replacement | - | 916 |
| Model Gym Roof Replacement | - | 149 |
| Walters Hall Boiler/Stack Replacement | - | 75 |
| Weaver Gym HVAC Replacement | - | 79 |
| Campbell Building Heat Exchanger | - | 45 |
| | <hr/> | <hr/> |
| Total | \$ 3,381 | \$ 5,081 |

(Continued)

EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023, 2022 and 2021

The following projects were still in process at June 30, 2023 (in thousands):

| | Total Expenditures Through June 30, 2023 | Estimated Cost to Complete at June 30, 2023 |
|---|---|--|
| RCF 1711 Bypass Pedway | \$ 5,277 | \$ 808 |
| RCF 2723 Telford Hall Electrical Upgrade | 80 | 35 |
| RCF 2798 Powell Plaza Rejuvenation | 1,322 | 1,360 |
| Heat Plant Boiler Control Upgrade | 200 | 163 |
| Heat Plant Boiler 5 Installation | 1,159 | 46 |
| Steamline 1000ft Replacement | 33 | 117 |
| Keen Johnson Electrical Gear Replacement | 27 | 790 |
| Wallace Bldg Renovation | 155 | 3 |
| Giles Gallery Renovation | 1,063 | 437 |
| Begley Structural Study | 112 | 45 |
| Clay Hall Shower Pan Replacement | 60 | 151 |
| University Building Window Replacement | 22 | 57 |
| Alumni Coliseum Renovation | 927 | 30,423 |
| Construct New Model Lab School | 971 | 89,029 |
| Divine Nine Campus Plot | 46 | 1 |
| Keene Hall MEP Upgrade | 8,019 | 23,191 |
| McGregor Hall MEP Upgrade | - | 7 |
| Palmer Hall MEP Upgrade | 5 | 5 |
| Sullivan Hall MEP Upgrade | - | 7 |
| Burnam Hall MEP Upgrade | 2 | 288 |
| Madison Co. Airport Flight School Construction | - | 4907 |
| Summit Street Sidewalk & Lighting | 13 | 22 |
| Composting Grant | 145 | 1 |
| Steamline Upgrades | 1,362 | 8,638 |
| Coates Exterior/Interior Repairs (Phase 2) | - | 211 |
| Coates Exterior/Interior Repairs (Phase 1) | 105 | 10 |
| Burrier Exterior Repairs | 95 | 1,487 |
| Lancaster Avenue Water Main Line Redirected | 25 | 40 |
| Business & Technology Chiller Replacement | - | 484 |
| Burrier Chiller Replacement | - | 192 |
| Wallace Chiller Replacement | 334 | 1 |
| Fitness & Wellness Chiller Replacement | - | 212 |
| Keen Johnson Chiller Replacement | - | 189 |
| Donovan/Model Chiller Replacement | - | 318 |
| Donovan Annex Hot Water Boiler Replacement | - | 199 |
| Model Lab Hot Water Boiler Replacement | - | 209 |
| Campbell Cooling Tower Replacement | 146 | 1 |
| Perkins Cooling Tower Replacement | 185 | 1 |
| Crabbe Library Complex (Univ. Bldg. little) Cooling Tower Replacement | - | 149 |
| Wallace Cooling Tower Replacement | 268 | 1 |
| Whitlock Hot Water Boiler (2) Replacement | - | 381 |
| Perkins Heat Machine Replacement | - | 271 |
| Wallace Air Handlers & Controls | 593 | 1,211 |
| Cammack Cooling Tower/Chiller Relocation | - | 123 |
| Combs Building Lower Main Roof Replacement | 340 | 29 |

(Continued)

EASTERN KENTUCKY UNIVERSITY
MANAGEMENT'S DISCUSSION AND ANALYSIS
June 30, 2023, 2022 and 2021

| | Total Expenditures Through June 30, 2023 | Estimated Cost to Complete at June 30, 2023 |
|---|---|--|
| Whitlock 1 st Floor Renovation | \$ 999 | \$ 470 |
| Burrier Elevator Modernization | 278 | 87 |
| Coates Elevator Modernization | 162 | 18 |
| Coates ADA Stage Lift | 43 | 5 |
| Combs Elevator Modernization | 386 | 579 |
| Whitlock Elevator Modernization | 160 | 240 |
| Wallace Elevator Modernization | 452 | 193 |
| Mattox Return to Residence Hall | <u>852</u> | <u>2,206</u> |
| Total | <u>\$ 26,423</u> | <u>\$ 170,048</u> |

Long-term debt at June 30, 2023, was \$171.5 million compared to a restated \$125.8 million at June 30, 2022. The \$45.7 million increase is the result of the decrease to bonds payable for payments of principal owed on bonds in fiscal year 2023, offset by an increase of the RTU Lease Liability, new recording of RTU SBITA, a new bond issue for \$50.5 million, as well as a new finance lease recorded for 2023.

Economic and Other Factors Impacting Future Periods

The following is a brief discussion of economic and other factors that could have an impact on the University in the future:

- The COVID-19 Public Health Emergency (PHE) expired on May 11, 2023. Although the PHE has expired, the University continues to monitor COVID-19 and stands ready to enact public health guidelines that may be issued by the Governor, the Centers for Disease Control (CDC), and local health agencies as may be warranted.
- Funds received via the Higher Education Emergency Relief Fund (HEERF) have now been fully utilized, replacing lost revenue resulting from the COVID-19 pandemic. This federal assistance has been greatly beneficial to the University and has significantly negated any negative financial impact to the University. Currently, we do not anticipate any future HEERF funding.
- The level of state-appropriated funds received by the University will continue to be a major factor in the future of the University. State-appropriated funds represent about 24 percent of the University's education and general budget.
- In addition to the state appropriation, the balance of the University's education and general budget must come from other sources, primarily student tuition revenue. The Council on Postsecondary Education determines a ceiling on annual tuition increases at state universities, which may limit the ability of the University to generate additional tuition revenues. Improving student access and opportunity to obtain a college education for our students remains vitally important to Eastern. Accordingly, with every tuition increase, there must be a corresponding focus and analysis of financial aid available to our students.

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- The various campus facility improvements that have been completed over the last several years are enhancing student success and transforming the living and learning experiences for our students. The pedway crossing the bypass, which is the last remaining major project in the Center for Student Life initiative, was substantially complete at June 30, 2023, and University received authorization from the Commonwealth to begin using the facility.
- The Performance Based Funding model has been implemented in Kentucky. The University's entire state appropriation is incorporated into the performance-funding model, with receipt of any/all state funds contingent upon performance. The budgetary and financial challenges presented by placing the University's entire state appropriation into this model are significant.
- The University's Strategic Plan, *Experience Excellence 2022-2030* has been approved by the ECU Board of Regents and has been implemented on campus. This new strategic plan is founded upon three Strategic Priorities: Knowledge, Innovation, and Transformation; and includes the Guiding Values of Inclusion and Trust.
- Given the ongoing and often conflicting pressures for revenue generation, the goal of maximizing affordability for our students, and the goal of continually strengthening our core educational mission, the University must continue to seek additional revenue from other sources. Other sources include unrestricted annual gifts, the Eastern Kentucky University Foundation, and funds generated through University research and entrepreneurial activities. The University remains committed to continuing to seek more and better ways to operate as efficiently as possible and continually reduce expenses.
- The Commonwealth's economic health is inextricably linked with the national and international economy. The latest update to the current U.S. economic outlook indicates that although economic growth is expected to initially slow, growth is then expected to pick up over the 2023-2025 period with inflation continuing to gradually decline.
- Finally, in addition to these economic factors currently impacting the University, the Commonwealth's current pension obligations with the Kentucky Retirement Systems (KRS) continue to weigh heavily and add uncertainty for the Commonwealth. House Bill 8, passed during the 2021 Regular Legislative Session, established a structured plan for subsidizing a portion of the University's share of its actuarial pension liability as determined by June 30, 2019, actuarial valuation. However, the University's total pension liability can still fluctuate with changes to future assumptions and methodologies established by the KRS, and the assumed rates of return utilized in the KRS actuarial calculations.

Requests for Information

This financial report is designed to provide a general overview of Eastern Kentucky University's finances. Questions concerning any of the information provided in this report or requests for additional information should be addressed to the Senior Vice President for Finance & Administration, Eastern Kentucky University, Coates CPO 35A, 521 Lancaster Avenue, Richmond, KY 40475.

EASTERN KENTUCKY UNIVERSITY
STATEMENTS OF NET POSITION
June 30, 2023 and 2022

| | <u>2023</u> | <u>2022 (Restated)</u> |
|--|-----------------------|------------------------|
| ASSETS | | |
| Current Assets | | |
| Cash and cash equivalents | \$ 46,618,912 | \$ 61,513,670 |
| Accounts receivable – net of allowance of \$3,350,809 and \$3,623,295 for 2023 and 2022 | 34,013,833 | 26,829,401 |
| Loans to students – net of allowance of \$1,300 and (\$15,409) for 2023 and 2022 | 234,285 | 308,618 |
| Inventories | 584,164 | 426,166 |
| Prepaid expenses | <u>1,507,152</u> | <u>1,659,121</u> |
| Total current assets | <u>82,958,346</u> | <u>90,736,976</u> |
| Noncurrent Assets | | |
| Restricted cash and cash equivalents | 51,731,563 | 9,706,654 |
| Investments | 22,876,766 | 21,330,594 |
| Loans to students – net of allowance of \$5,600 and \$6,995, for 2023 and 2022 | 1,009,035 | 1,437,140 |
| Capital assets – net of accumulated depreciation of \$378,900,739 and \$355,622,393 for 2023 and 2022 | 455,378,378 | 470,764,467 |
| RTU Lease Asset, net of accumulated amortization of \$1,637,539 for 2023 and \$1,113,280 for 2022 | 690,618 | 1,223,061 |
| RTU SBITA Asset, net of accumulated amortization of \$4,576,408 and \$2,214,853 for 2023 and 2022 | 6,886,378 | 8,165,034 |
| Capital assets not being depreciated | <u>39,387,334</u> | <u>20,473,674</u> |
| Total noncurrent assets | <u>577,960,072</u> | <u>533,100,624</u> |
| Total Assets | <u>660,918,418</u> | <u>623,837,600</u> |
| Deferred Outflows | | |
| Unamortized deferred refunding loss balance | 45,547 | 75,861 |
| KTRS/KERS pension | 40,707,818 | 74,646,698 |
| KTRS/KERS OPEB | <u>24,458,148</u> | <u>18,144,196</u> |
| Total deferred outflows | <u>65,211,513</u> | <u>92,866,755</u> |
| Total Assets and Deferred Outflows | <u>\$ 726,129,931</u> | <u>\$ 716,704,355</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
STATEMENTS OF NET POSITION
June 30, 2023 and 2022

| | <u>2023</u> | <u>2022 (Restated)</u> |
|---|-----------------------|------------------------|
| LIABILITIES AND NET POSITION | | |
| Current Liabilities | | |
| Accounts payable | \$ 9,159,717 | \$ 7,883,416 |
| Accrued interest | 266,914 | 246,416 |
| Accrued salaries and benefits | 3,020,512 | 5,336,147 |
| Accrued compensated absences | 3,025,915 | 2,944,803 |
| Payroll withholding payable | 753,587 | 768,299 |
| Contingent liability | - | 1,000,000 |
| Refundable deposits | 97,480 | 99,135 |
| Assets held for others | 273,103 | 292,980 |
| Unearned revenue | 12,854,645 | 13,440,885 |
| Bonds payable | 7,682,309 | 6,548,082 |
| Finance Purchase Obligations, current | 671,897 | 63,774 |
| RTU Current Lease Liability | 254,425 | 551,820 |
| RTU Current SBITA Liability | <u>2,248,032</u> | <u>2,194,711</u> |
| Total current liabilities | <u>40,308,536</u> | <u>41,370,468</u> |
| Noncurrent Liabilities | | |
| Unearned revenue | 21,062,665 | 19,303,225 |
| Bonds payable, noncurrent portion | 128,286,856 | 84,078,331 |
| Finance Purchase Obligations, noncurrent portion | 26,832,263 | 25,621,969 |
| RTU Lease Liability | 449,923 | 681,787 |
| RTU SBITA Liability | 5,096,900 | 6,079,739 |
| Net pension liability | 258,566,373 | 245,274,773 |
| Net OPEB liability | <u>38,082,513</u> | <u>39,708,201</u> |
| Total noncurrent liabilities | <u>478,377,493</u> | <u>420,748,025</u> |
| Total liabilities | <u>518,686,029</u> | <u>462,118,493</u> |
| Deferred Inflows | | |
| Service concession – housing | 56,886,005 | 59,256,256 |
| Deferred amount on refunding debt and other | 7,458,260 | 7,969,791 |
| KTRS/KERS pension | 9,523,162 | 48,436,687 |
| KTRS/KERS OPEB | <u>26,826,609</u> | <u>27,692,359</u> |
| Total deferred inflows | <u>100,694,036</u> | <u>143,355,093</u> |
| Net Position | | |
| Net investment in capital assets | 247,218,159 | 285,939,709 |
| Restricted | | |
| Expendable for capital projects | 61,385,104 | 16,377,359 |
| Expendable for loans to students | - | 283,511 |
| Expendable for scholarships | 4,419,319 | 907,274 |
| Expendable for institutional support | 3,926,961 | 6,042,574 |
| Unexpendable for permanent endowment | 12,332,772 | 12,332,772 |
| Unrestricted | <u>(222,532,449)</u> | <u>(210,652,430)</u> |
| Total net position | <u>106,749,866</u> | <u>111,230,769</u> |
| Total Liabilities, Deferred Inflows and Net Position | <u>\$ 726,129,931</u> | <u>\$ 716,704,355</u> |

See accompanying notes to financial statements.

EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC.
STATEMENTS OF FINANCIAL POSITION
June 30, 2023 and 2022

| | <u>2023</u> | <u>2022</u> |
|---|-----------------------|----------------------|
| ASSETS | | |
| Current assets | | |
| Cash and cash equivalents | \$ 11,708,900 | \$ 12,932,518 |
| Pledges receivable – net | 542,587 | 217,459 |
| Cash surrender value of life insurance | 174,712 | 168,752 |
| Other current assets | <u>-</u> | <u>3,720</u> |
| Total current assets | <u>12,426,199</u> | <u>13,322,449</u> |
| Noncurrent assets | | |
| Investments | 92,959,875 | 82,304,709 |
| Pledges receivable – net | 1,274,645 | 437,949 |
| Property and equipment – net | 646,652 | 660,777 |
| Other noncurrent assets | <u>61,747</u> | <u>61,747</u> |
| Total noncurrent assets | <u>94,942,919</u> | <u>83,465,182</u> |
| Total Assets | <u>\$ 107,369,118</u> | <u>\$ 96,787,631</u> |
| LIABILITIES AND NET ASSETS | | |
| Current liabilities | | |
| Accounts payable | \$ 39,213 | \$ 52,209 |
| Due to University | <u>114,462</u> | <u>320,026</u> |
| Total current liabilities | <u>153,675</u> | <u>372,235</u> |
| Noncurrent liabilities | | |
| Deferred gift liabilities | 265,279 | 277,087 |
| Assets held for others | <u>22,876,766</u> | <u>21,330,594</u> |
| Total noncurrent liabilities | <u>23,142,045</u> | <u>21,607,681</u> |
| Total Liabilities | <u>23,295,720</u> | <u>21,979,916</u> |
| Net assets | | |
| Without donor restrictions | | |
| Board designated endowment | 11,150,498 | 9,590,040 |
| Undesignated | <u>713,354</u> | <u>1,461,456</u> |
| Total net assets without donor restrictions | 11,863,852 | 11,051,496 |
| With donor restrictions | | |
| Purpose restrictions | 32,753,020 | 28,722,065 |
| Perpetual in nature | <u>39,456,526</u> | <u>35,034,154</u> |
| Total net assets with donor restrictions | <u>72,209,546</u> | <u>63,756,219</u> |
| Total net assets | <u>84,073,398</u> | <u>74,807,715</u> |
| Total Liabilities and Net Assets | <u>\$ 107,369,118</u> | <u>\$ 96,787,631</u> |

See accompanying notes to financial statements.

EASTERN KENTUCKY UNIVERSITY
STATEMENTS OF REVENUES, EXPENSES, AND CHANGES IN NET POSITION
Years ended June 30, 2023 and 2022

| | <u>2023</u> | <u>2022 (Restated)</u> |
|--|-----------------------|------------------------|
| OPERATING REVENUES | | |
| Tuition and fees – net | \$ 81,076,308 | \$ 82,173,743 |
| Federal grants and contracts | 12,565,919 | 15,848,434 |
| State grants and contracts | 7,676,924 | 7,329,052 |
| Nongovernmental grants, contracts, and gifts | 5,864,739 | 5,427,627 |
| Sales and services of educational activities | 7,377,405 | 6,809,818 |
| Auxiliary enterprises – housing | 13,344,691 | 17,040,885 |
| Auxiliary enterprises – other | 6,671,127 | 5,937,156 |
| Other operating revenues | <u>12,658,148</u> | <u>6,650,384</u> |
| Total operating revenues | <u>147,235,261</u> | <u>147,217,099</u> |
| OPERATING EXPENSES | | |
| Educational and general | | |
| Instruction | 90,006,587 | 86,476,644 |
| Research | 889,150 | 750,529 |
| Public service | 16,067,897 | 20,378,074 |
| Libraries | 3,602,287 | 4,495,990 |
| Academic support | 19,375,870 | 16,775,528 |
| Student services | 23,811,104 | 20,625,980 |
| Institutional support | 44,412,997 | 45,916,468 |
| Operations and maintenance of plant | 33,248,147 | 25,488,182 |
| Depreciation/Amortization | 21,360,745 | 21,256,383 |
| Student financial aid | 23,848,538 | 35,021,236 |
| Auxiliary enterprises | | |
| Housing and other auxiliaries | 22,053,581 | 19,277,386 |
| Depreciation/Amortization | 5,486,168 | 4,938,040 |
| Pension expense adjustments | 8,316,955 | (43,122,179) |
| OPEB expense adjustments | (8,805,390) | (5,744,929) |
| Other operating expenses | <u>531,126</u> | <u>1,341,314</u> |
| Total operating expenses | <u>304,205,762</u> | <u>253,874,646</u> |
| Operating loss | (156,970,501) | (106,657,547) |
| NONOPERATING REVENUES (EXPENSES) | | |
| State appropriations | 79,451,800 | 74,444,100 |
| Federal and state grants and contracts | 65,830,449 | 70,169,116 |
| Investment income | 5,256,119 | (5,302,338) |
| Interest expense | (6,982,416) | (5,468,165) |
| Other nonoperating revenues | 4,783,153 | 4,783,153 |
| Other nonoperating expenses | <u>(871,646)</u> | <u>(611,174)</u> |
| Net nonoperating revenues | <u>147,467,459</u> | <u>138,014,692</u> |
| Gain before capital appropriations | (9,503,042) | 31,357,145 |
| Capital appropriations | <u>5,022,138</u> | <u>-</u> |
| Change in net position | (4,480,904) | 31,357,145 |
| Net position – beginning of year | <u>111,230,770</u> | <u>79,873,625</u> |
| Net position – end of year | <u>\$ 106,749,866</u> | <u>\$ 111,230,770</u> |

See accompanying notes to financial statements.

EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC.
STATEMENTS OF ACTIVITIES
Years ended June 30, 2023 and 2022

| | 2023 | | | 2022 | | |
|--|-------------------------------|----------------------------|----------------------|-------------------------------|----------------------------|----------------------|
| | Without Donor Restrictions | With Donor Restrictions | Total | Without Donor Restrictions | With Donor Restrictions | Total |
| REVENUES, GAINS, AND OTHER SUPPORT | | | | | | |
| Contributions | \$ 423,340 | \$ 6,926,056 | \$ 7,349,396 | \$ 328,438 | \$ 5,645,324 | \$ 5,973,762 |
| Income from investments – net of Investment expenses of \$175,444 and \$232,427 for 2023 and 2022, respectively | 157,216 | 1,727,824 | 1,885,040 | 543,910 | 1,669,033 | 2,212,943 |
| Net realized and unrealized gains On investments | 1,053,320 | 4,729,742 | 5,783,062 | (1,946,935) | (8,577,455) | (10,524,390) |
| Other income, net | <u>124,809</u> | <u>55,862</u> | <u>180,671</u> | <u>30,353</u> | <u>65,306</u> | <u>95,659</u> |
| | 1,758,685 | 13,439,484 | 15,198,169 | (1,044,234) | (1,197,792) | (2,242,026) |
| Net assets released from restrictions | <u>4,986,157</u> | <u>(4,986,157)</u> | <u>-</u> | <u>4,496,507</u> | <u>(4,496,507)</u> | <u>-</u> |
| Total revenues, gains, and other support | <u>6,744,842</u> | <u>8,453,327</u> | <u>15,198,169</u> | <u>3,452,273</u> | <u>(5,694,299)</u> | <u>(2,242,026)</u> |
| EXPENSES | | | | | | |
| Support for the University | 5,686,189 | - | 5,686,189 | 5,383,695 | - | 5,383,695 |
| Management and general | <u>246,297</u> | <u>-</u> | <u>246,297</u> | <u>186,861</u> | <u>-</u> | <u>186,861</u> |
| Total expenses | <u>5,932,486</u> | <u>-</u> | <u>5,932,486</u> | <u>5,570,556</u> | <u>-</u> | <u>5,570,556</u> |
| Change in net assets | 812,356 | 8,453,327 | 9,265,683 | (2,118,283) | (5,694,299) | (7,812,582) |
| Net assets – beginning of year | <u>11,051,496</u> | <u>63,756,219</u> | <u>74,807,715</u> | <u>13,169,779</u> | <u>69,450,518</u> | <u>82,620,297</u> |
| Net assets – end of year | <u>\$ 11,863,852</u> | <u>\$ 72,209,546</u> | <u>\$ 84,073,398</u> | <u>\$ 11,051,496</u> | <u>\$ 63,756,219</u> | <u>\$ 74,807,715</u> |

See accompanying notes to financial statements.

EASTERN KENTUCKY UNIVERSITY
STATEMENTS OF CASH FLOWS
Years ended June 30, 2023 and 2022

| | <u>2023</u> | <u>2022</u> |
|---|----------------------|----------------------|
| OPERATING ACTIVITIES | | |
| Tuition and fees | \$ 81,234,798 | \$ 84,114,589 |
| Grants, contracts, and gifts | 25,641,805 | 27,093,485 |
| Payments to suppliers | (82,726,005) | (71,843,153) |
| Payments for utilities | (10,006,531) | (8,927,488) |
| Payments to employees | (118,318,821) | (114,339,817) |
| Payments for benefits | (49,006,990) | (48,064,116) |
| Payments to students | (22,693,103) | (30,343,180) |
| Loans issued to students and employees | - | (100) |
| Collections of loans to students and employees | 502,439 | 679,493 |
| Auxiliary enterprise charges | | |
| Residence halls | 12,397,660 | 16,382,844 |
| Other | 6,671,127 | 5,937,156 |
| Sales and services of educational activities | 7,377,405 | 6,809,818 |
| Other receipts | <u>7,899,579</u> | <u>501,847</u> |
| Net cash used in operating activities | (141,026,637) | (131,998,622) |
| NONCAPITAL FINANCING ACTIVITIES | | |
| State appropriations | 79,451,800 | 74,444,100 |
| Other nonoperating revenues | <u>67,951,787</u> | <u>71,710,902</u> |
| Net cash provided by noncapital financing activities | 141,403,587 | 146,155,002 |
| CAPITAL AND RELATED FINANCING ACTIVITIES | | |
| Purchase of capital assets | (21,544,586) | (14,152,542) |
| Principal paid on bonds payable, finance purchase obligations | | |
| RTU Lease Liability, and RTU SBITA Liability | (9,508,999) | (10,358,164) |
| Interest paid on bonds payable, finance purchase obligations | | |
| RTU Lease Liability, and RTU SBITA Liability | (8,053,530) | (6,984,908) |
| Proceeds on issuance of bonds payable | 51,963,343 | - |
| Capital appropriations | <u>5,022,138</u> | <u>-</u> |
| Net cash provided by (used in) capital and related financing activities | 17,878,366 | (31,495,614) |
| INVESTING ACTIVITIES | | |
| Investment income (loss) | <u>2,874,835</u> | <u>(1,159,496)</u> |
| Net cash provided by (used in) investing activities | <u>2,874,835</u> | <u>(1,159,496)</u> |
| Increase (decrease) in cash and cash equivalents | 27,130,151 | (18,498,730) |
| Cash and cash equivalents – beginning of year | <u>71,220,324</u> | <u>89,719,054</u> |
| Cash and cash equivalents – end of year | <u>\$ 98,350,475</u> | <u>\$ 71,220,324</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
STATEMENTS OF CASH FLOWS
Years ended June 30, 2023 and 2022

| | <u>2023</u> | <u>2022</u> |
|--|-------------------------|-------------------------|
| RECONCILIATION OF OPERATING LOSS TO NET CASH USED IN OPERATING ACTIVITIES | | |
| Operating loss | \$ (156,970,501) | \$ (106,657,547) |
| Depreciation/Amortization expense | 26,846,913 | 26,194,423 |
| Changes in operating assets and liabilities | | |
| Accounts receivable – net | (7,184,433) | (1,354,605) |
| Loans to students – net | 502,439 | 679,393 |
| Inventories | (157,999) | (114,884) |
| Prepaid expenses | 151,969 | 117,870 |
| RTU Lease Asset | 532,443 | 444,149 |
| RTU SBITA Asset | 1,278,656 | (8,165,034) |
| Accounts payable | (1,624,307) | (4,546,404) |
| Accrued liabilities | (2,606,272) | (1,614,234) |
| Contingent liability | (1,000,000) | - |
| Refundable deposits | (1,655) | (59,193) |
| Assets held for others | (19,878) | (22,269) |
| Unearned revenue | 1,173,200 | (4,963,561) |
| RTU Lease Liability | (529,259) | (436,876) |
| RTU SBITA Liability | (929,518) | 8,274,450 |
| Deferred outflows – KTRS/KERS Pension | 33,938,880 | (56,058,396) |
| Deferred outflows – KTRS/KERS OPEB | (6,313,952) | (10,796,714) |
| Deferred inflows – KTRS/KERS Pension | (38,913,525) | (47,567,651) |
| Deferred inflows – KTRS/KERS OPEB | (865,750) | 437,013 |
| Net pension liability | 13,291,600 | 60,503,868 |
| Net OPEB liability | <u>(1,625,688)</u> | <u>4,614,772</u> |
| Net cash flows used in operating activities | <u>\$ (141,026,637)</u> | <u>\$ (131,998,622)</u> |
| Supplemental cash flows information | | |
| Capital asset acquisitions in accounts payable | \$ (2,900,609) | \$ 5,793,900 |
| Repayment of debt by bond trustee | - | 12,294,423 |

See accompanying notes to financial statements.

NOTE 1 – NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature of Operations – Eastern Kentucky University (the “University”) is a regional, coeducational, public institution of higher education offering general and liberal arts programs, pre-professional and professional training in education and various other fields at both the undergraduate and graduate levels. Located in Richmond, Kentucky, the University has a distinguished record of over eleven decades of educational service to the Commonwealth of Kentucky (the “Commonwealth”).

Reporting Entity – The University is a component unit of the Commonwealth and is included in the basic financial statements of the Commonwealth. The University’s financial statements, as defined by Statement No. 14 and amended by Statement No. 61 of the Governmental Accounting Standards Board (“GASB”), include the financial operations and financial position of Eastern Kentucky University Foundation, Inc. (the “Foundation”), which is a corporation formed for educational, charitable and public purposes in accordance with the provisions of KRS 273.010 and a discretely presented component unit of the University. Specifically, it was founded to cooperate with the University and with the Board of Regents of the University (the “Board”) in the promotion of the educational, civic, and charitable purpose of the University and Board in any lawful manner deemed appropriate by the Board. This purpose includes the encouragement of scholarship and research, the promotion of the prestige, expansion, and development of the University, including the development of its physical plant, its faculty and the assistance of its students and alumni. Certain officers of the Foundation are also officers of the University. The Foundation is included in the University’s financial statements as a component unit as it is organized exclusively to benefit the University by generating funding and performing the University’s development activities. The separate financial statements of the Foundation can be obtained by written request to the Eastern Kentucky University Foundation, Jones 324 Coates CPO 19A, 521 Lancaster Avenue, Richmond, Kentucky 40475.

Basis of Accounting and Presentation – The financial statements of the University have been prepared using the economic resources measurement focus and the accrual basis of accounting. Revenues, expenses, gains, losses, assets, and liabilities from exchange and exchange-like transactions are recognized when the exchange transaction takes place, while those from government-mandated nonexchange transactions (principally federal and state grants and state appropriations) are recognized when all applicable eligibility requirements are met. Internal activity and balances are eliminated in the preparation of the financial statements. Operating revenues and expenses include exchange transactions and program-specific, government-mandated nonexchange transactions. Investment income and interest expense from government-mandated nonexchange transactions that are not program specific (such as state appropriations) are included in nonoperating revenues and expenses.

Use of Estimates – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and the disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues, expenses and other changes in Net Position during the reporting period. Actual results could differ from those estimates.

Cash Equivalents – The University considers all liquid investments with original maturities of three months or less to be cash equivalents. Funds held by the Commonwealth are considered cash equivalents and are carried at cost, which approximates market value.

Restricted Cash and Cash Equivalents – Restricted cash is restricted for the purchase of capital assets.

(Continued)

NOTE 1 – NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Investments and Investment Income – Investments in equity and debt securities are carried at fair value determined using quoted market prices. Investments in nonnegotiable certificates of deposit, money market accounts, and repurchase agreements are carried at cost, which approximates market value. Amounts due for debt service in the upcoming year represent short-term investments; all other investments are classified as long-term.

The University's investments held with the Foundation are governed by the Foundation's investment policies that determine permissible investments by category. The holdings include U.S. and foreign equity securities as well as alternative investments.

Investment income consists of interest and dividend income, realized gains and the net change for the year in the fair value of investments carried at fair value.

Accounts Receivable – Accounts receivable consist primarily of tuition and fee charges to students, charges for auxiliary enterprise services provided to students, faculty and staff and receivables from federal, state and private agencies for grants and contracts. Accounts receivable are recorded net of estimated uncollectible amounts. Estimated uncollectible amounts are determined by considering a number of factors, including the length of time accounts receivable are past due, previous loss history and the condition of the general economy and the industry as a whole.

Loans to Students – The University makes loans to students under various federal and other loan programs. Such loans receivable are recorded net of estimated uncollectible amounts.

Inventories – Inventories are stated at the lower of cost or market determined on the first-in, first-out method.

Capital Assets – Capital assets are recorded at cost at the date of acquisition. Gifts are recorded at acquisition value at the date of donation. The University's capitalization policy includes all items with a unit cost of \$5,000 or more and an estimated useful life of greater than one year. Renovations to buildings, infrastructure and land improvements that significantly increase the value or extend the useful life of the structure are capitalized. Routine repairs and maintenance are charged to operating expense in the year in which the expenses are incurred.

Depreciation of capital assets is computed on a straight-line basis over the estimated useful lives of the assets; generally, 40 years for buildings, 15–20 years for land improvements, 25 years for infrastructure, 10 years for library books, and 3–15 years for equipment.

Costs incurred during the construction of capital assets are recorded as construction in progress and are not depreciated until placed into service.

Compensated Absences – University employees begin to accumulate annual vacation allocations from the beginning date of employment; however, accrued vacation is not granted until three months of employment have been completed. The maximum accumulation of vacation leave is limited to the number of days that can be accumulated in one year, based on the length of service. Employees are paid their accumulated vacation upon termination, subject to certain limitations.

(Continued)

NOTE 1 – NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

University policy permits most employees to accumulate vacation that may be realized as paid time off or, in limited circumstances, as a cash payment. Expense and the related liability are recognized when vacation benefits are earned whether the employee is expected to realize the benefit as time off or in cash. Sick leave benefits expected to be realized as paid time off are recognized as expense when the time off occurs and no liability is accrued for such benefits employees have earned but not yet realized. Compensated absence liabilities are computed using the regular pay in effect and related benefit costs at the Statement of Net Position date.

Right to Use SBITA Assets and SBITA Liability – The University recognizes a subscription liability for Subscription-Based Information Technology Arrangements (SBITA) with an initial, individual value of \$15,000 or more. At the commencement of the contract, the University initially measures the subscription liability at the present value of payments expected to be made during the subscription term. Subsequently, the subscription liability is reduced by the principal portion of payments made. The subscription asset is initially measured as the initial amount of the subscription liability, adjusted for any payments made to the SBITA vendor before commencement of the subscription term and any capitalizable implementation costs. Subsequently, the subscription asset is amortized on a straight-line basis over the shorter of the subscription term or the asset's useful life.

Key estimates and judgments related to leases include how the University determines (a) the discount rate it uses to discount the expected subscription payments to present value, (b) subscription term, and (c) subscription payments. The University uses the interest rate charge by the lessor as the discount rate. When the interest rate charged by the lessor is not provided, the University generally uses its estimated incremental borrowing rate as the discount rate for SBITAs. The subscription term includes the noncancellable period of the contract. Subscription payments included in the measurement of the subscription liability are composed of fixed payments.

The University monitors changes in circumstances that would require a remeasurement of its subscription liability and will remeasure the subscription asset and liability if certain changes occur that are expected to significantly affect the amount of the subscription liability.

Unearned Revenue – Unearned revenue represents student fees, advances on grants and contract awards for which the University has not met all of the applicable eligibility requirements, and construction costs for a building provided by the University's dining partner.

Pensions and Other Postemployment Benefits (OPEB) – For purposes of measuring the net pension and OPEB liabilities, deferred outflows and inflows of resources related to pensions and OPEB, and pension and OPEB expense, information about the fiduciary net position of the Kentucky Teachers' Retirement system (KTRS) and the Kentucky Employees Retirement System (KERS) and additions to /deductions from KTRS' and KERS' fiduciary net position have been determined on the same basis as they are reported by KTRS and KERS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Deferred Outflows and Inflows of Resources – Deferred outflows represent the consumption of resources that are applicable to a future reporting period, but do not require any further exchange of goods or services. Deferred outflows of resources in the University's financial statements consist of the unamortized deferred refunding loss balance and pension and OPEB related unamortized balances. Deferred inflows consist of the KTRS and KERS pension and OPEB related unamortized balances as well as amounts related to service concession arrangements.

(Continued)

NOTE 1 – NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Net Position – Under the provisions of GASB Statement No. 63, resources of the University are classified for accounting and reporting purposes into the following net position categories:

Net investment in Capital Assets: Represents the University's investment in capital assets, net of accumulated depreciation and outstanding debt obligations related to the acquisition, construction, or improvement of those assets.

Restricted – Expendable: Represents resources the University is legally or contractually obligated to spend in accordance with restrictions imposed by external third parties.

Restricted – Unexpendable: Represents resources the University is legally or contractually obligated to retain in perpetuity.

Unrestricted: The unrestricted component of net position represents assets, deferred outflows, liabilities and deferred inflows whose use by the University is not subject to externally imposed stipulations. Unrestricted net position may be designated for specific purposes by action of management or the Board. Substantially all unrestricted resources are designated for academic and research programs and initiatives, capital projects and operating reserves.

Operating and Nonoperating Revenues and Expenses – Operating activities as reported on the Statements of Revenues, Expenses and Changes in Net Position are those activities that generally result from exchange transactions, such as payments received for providing services and payments made for services or goods received. Primarily all of the University's expenses are from exchange transactions. Certain revenue streams are recorded as nonoperating revenues, as required by GASB standards, including state appropriations, federal Pell grant revenue, gifts and investment income. In addition, interest expense is shown as a nonoperating expense.

Release of Restricted Resources – When an expense or outlay is incurred for which both restricted and unrestricted resources are available, the University's policy is to allow each departmental unit the flexibility to determine whether to first apply restricted or unrestricted resources based on the most advantageous application of resources in the particular circumstances.

Scholarship Discounts and Allowances – Student tuition and fee revenues, and certain other revenues from students, are reported net of scholarship allowances in the Statements of Revenues, Expenses, and Changes in Net Position. Scholarship allowances are the difference between the stated charge for goods and services provided by the University and the amount that is paid by students and/or third parties making payments on the students' behalf. Certain government grants, such as Pell grants, and other federal, state, or nongovernmental programs, are recorded as either operating or nonoperating revenues in the University's financial statements. To the extent that revenues from such programs are used to satisfy tuition and fees and other student charges, the University has recorded a scholarship allowance. The scholarship allowances on tuition and fees and on housing for the years ended June 30, 2023 and 2022 were \$73,244,947 and \$66,185,944 and \$9,358,407 and \$2,718,342, respectively. Payments made directly to students are presented as student financial aid expenses in the Statements of Revenues, Expenses, and Changes in Net Position.

(Continued)

NOTE 1 – NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Adoption of New Accounting Pronouncements – During fiscal year 2023, the University adopted the following accounting pronouncements:

- GASB Statement No. 91, *Conduit Debt Obligations*, effective for periods beginning after December 15, 2021. There was no impact on the University's financial statements as a result of the implementation of this standard.
- GASB Statement No. 94, *Public-Private and Public-Public Partnerships and Availability Payment Arrangements*, effective for periods beginning after June 15, 2022. There was no impact on the University's financial statements as a result of the implementation of this standard.
- GASB Statement No. 96, *Subscription-Based Information Technology Arrangements*, effective for periods beginning after June 15, 2022. This Statement establishes standards of accounting and financial reporting for SBITAs by a government end user. This Statement requires the recognition of certain SBITA assets and liabilities for contracts that convey control of the right to use another party's IT software as specified in the contract for a period greater than one year.

The University implemented this statement for the year ended June 30, 2023, and retroactively applied this Statement by restating financial statements as of July 1, 2021 for the prior period presented. As a result of implementation, the University reported a right to use (RTU) SBITA asset of approximately \$9,297,000 and a corresponding RTU SBITA liability for the same amount as of July 1, 2021 for IT contracts subject to GASB 96. Ending net position as of June 30, 2022 was restated by \$154,216 to \$111,230,770 to reflect the impact of GASB 96 as a result of the implementation.

- GASB Statement No. 99, *Omnibus 2022*, effective for periods beginning after June 15, 2022. There was no impact on the University's financial statements as a result of the implementation of this standard.

Recent Accounting Pronouncements - As of June 30, 2023, the GASB has issued the following statements not yet implemented by the University.

- GASB Statement No. 100, *Accounting Changes and Error Corrections - an amendment of GASB Statement No. 62*, effective for periods beginning after June 15, 2023.
- GASB Statement No. 101, *Compensated Absences*, effective for periods beginning after December 15, 2023.

The University's management has not yet determined the effect these statements will have on the University's financial statements.

Income Taxes - As a state institution of higher education, the income of the University is generally exempt from federal and state income taxes under Section 115(1) of the Internal Revenue Code, as amended, and a similar provision of state law. However, the University is subject to federal income tax on any unrelated business taxable income.

COVID-19 Federal Funding – As a result of the COVID-19 pandemic, the University has received federal COVID relief funding through the Higher Education Emergency Relief Fund (HEERF) and Governor's Emergency Education Relief (GEER) Fund totaling \$65,359,150, of which \$11,102,744 and \$26,070,665, respectively, was expended and recognized as revenue during the years ended June 30, 2023 and 2022. All federal direct COVID funded programs at the University ended in May 2023.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 1 – NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
(Continued)

Reclassification - Certain reclassifications have been made to the fiscal year 2022 financial statements to conform to the fiscal year 2023 presentation with no effect on total assets, liabilities, net position or the changes in net position.

NOTE 2 – DEPOSITS, INVESTMENTS AND INVESTMENT RETURN

The Commonwealth treasurer requires that all state funds be insured by the Federal Deposit Insurance Corporation ("FDIC"), collateralized by securities held by the cognizant Federal Reserve Bank or invested in U.S. government obligations. The University's deposits with the Commonwealth treasurer are pooled with funds of other state agencies and then, in accordance with statutory limitations, placed in financial institutions or invested as the Commonwealth treasurer may determine, in the state's name.

The University requires that balances on deposits with financial institutions to be insured by the FDIC or collateralized by securities held by the cognizant Federal Reserve Bank, in the University's name.

Custodial credit risk for deposits is the risk that, in the event of a bank failure, the University's deposits may not be returned to the University. As a means of limiting its exposure to losses from custodial credit risk, the University's deposits and investments are held by the Commonwealth treasurer, collateralized by securities in the University's name, and insured by the FDIC or in the University's name.

Deposits as of June 30, 2023 and 2022 consisted of:

| | <u>2023</u> | <u>2022</u> |
|---|----------------------|----------------------|
| Depository accounts | | |
| Local bank deposits – collateral held as a pledge in the University's name | \$ 36,079,856 | \$ 43,824,017 |
| Cash on hand | 19,952 | 21,030 |
| State investment pool – uninsured and uncollateralized | <u>62,250,667</u> | <u>27,375,277</u> |
| Total deposits | <u>\$ 98,350,475</u> | <u>\$ 71,220,324</u> |

Deposits at June 30, 2023 and 2022 as presented on the Statement of Net Position include:

| | <u>2023</u> | <u>2022</u> |
|--------------------------------------|----------------------|----------------------|
| Cash and cash equivalents | \$ 46,618,912 | \$ 61,513,670 |
| Restricted cash and cash equivalents | <u>51,731,563</u> | <u>9,706,654</u> |
| Total deposits | <u>\$ 98,350,475</u> | <u>\$ 71,220,324</u> |

Investments at June 30, 2023 and 2022 consisted of:

| | <u>2023</u> | <u>2022</u> |
|--|----------------------|----------------------|
| Restricted assets held by the Foundation | <u>\$ 22,876,766</u> | <u>\$ 21,330,594</u> |
| Total investments | <u>\$ 22,876,766</u> | <u>\$ 21,330,594</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 2 – DEPOSITS, INVESTMENTS AND INVESTMENT RETURN (Continued)

Investments in U.S. government securities and the collateral for repurchase agreements are registered in the name of Eastern Kentucky University or held in the University's name by its agents and trustees. The University may legally invest in direct obligations of, and other obligations guaranteed as to principal, the U.S. Treasury and U.S. agencies, and instrumentalities and in bank repurchase agreements. It may also invest to a limited extent in equity securities.

University investments held by the Eastern Kentucky University Foundation, Inc. are comprised of the Regional University Excellence Trust Fund and Programs of Distinction endowments (see Note 9). Assets held by the Foundation are invested primarily in an investment pool managed by the Foundation and are carried at fair value.

The assets in the Foundation investment pool at June 30, 2023 and 2022 are invested as follows:

| | <u>2023</u> | <u>2022</u> |
|--|-------------|-------------|
| Percentage of pool invested in: | | |
| Cash equivalents – trustee | 4% | 5% |
| Registered investment companies equity funds | 69 | 68 |
| Registered investment companies fixed income funds | 26 | 26 |
| Alternative investments | <u>1</u> | <u>1</u> |
| Total | <u>100%</u> | <u>100%</u> |

The University categorizes its fair value measurements within the fair value hierarchy established by generally accepted accounting principles. The hierarchy is based on the valuation inputs used to measure the fair value of the asset. Level 1 inputs are quoted prices in active markets for identical assets; Level 2 inputs are significant other observable inputs; Level 3 inputs are significant unobservable inputs. Investments that are measured at fair value using the net asset value per share (or its equivalent) as a practical expedient are not classified in the fair value hierarchy below. Refer to Note 15 C. for a description of those investments.

The fair value of financial instruments as of June 30, 2023 and 2022 is as follows:

| <u>Fair Value Measurements at June 30, Using:</u> | | | | |
|---|----------------------|--|---|--|
| | <u>Fair Value</u> | Quoted Prices in Active Markets for Identical Assets (Level 1) | Significant Other Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) |
| <u>2023</u> | | | | |
| Eastern Kentucky University Foundation, Inc. | | | | |
| Investment fund at net asset value per share | \$ <u>22,876,766</u> | \$ - | \$ - | \$ - |
| Total investments | \$ <u>22,876,766</u> | \$ - | \$ - | \$ - |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 2 – DEPOSITS, INVESTMENTS AND INVESTMENT RETURN (Continued)

| | | Fair Value Measurements at June 30, Using: | | |
|---|-------------------|--|---|--|
| | | Quoted Prices in Active Markets for Identical Assets (Level 1) | Significant Other Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) |
| | <u>Fair Value</u> | | | |
| <u>2022</u> | | | | |
| Eastern Kentucky University Foundation, Inc. | | | | |
| Investment fund at net asset value per share | \$ 21,330,594 | \$ - | \$ - | \$ - |
| Total investments | \$ 21,330,594 | \$ - | \$ - | \$ - |

Interest Rate Risk – Interest rate risk is the risk that changes in interest rates will adversely affect the fair value of an investment. The University does not have a formal policy to specifically limit investment maturities as a means of managing its exposure to fair value losses arising from increasing interest rates. The money market mutual funds are presented as an investment with a maturity of less than one year because they are redeemable in full immediately.

Credit Risk – Credit risk is the risk that the issuer or other counterparty to an investment will not fulfill its obligations. Credit quality ratings provide information about the investment's credit risk. The University does not have a formal policy that would limit its investment choices. However, investments are required to be in compliance with Commonwealth statute.

Concentration of Credit Risk – Concentration of credit risk is the risk of loss attributed to the magnitude of an investment in a single issuer. The University does not have a formal policy for concentration of credit risk.

Investment Income – Investment income for the years ended June 30, 2023 and 2022 was \$5,256,119 and \$(5,302,338), respectively, consisting primarily of unrealized gains and loss of investments.

NOTE 3 – ACCOUNTS RECEIVABLE

Accounts receivable are recorded net of estimated uncollectible amounts and consist of the following at June 30, 2023 and 2022:

| | <u>2023</u> | <u>2022</u> |
|---|---------------|---------------|
| Student tuition and fees | \$ 9,045,818 | \$ 8,868,216 |
| Auxiliary enterprises | 4,430,820 | 3,482,394 |
| Federal, state and private grants and contracts | 11,299,349 | 13,769,891 |
| Other state agencies | 5,050,336 | 28,198 |
| Other | 7,538,319 | 4,307,959 |
| Total | 37,364,642 | 30,456,658 |
| Less allowance for uncollectible accounts | (3,350,809) | (3,627,257) |
| Accounts receivable – net | \$ 34,013,833 | \$ 26,829,401 |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 4 – CAPITAL ASSETS

In Fiscal Year 2022 the University adopted GASB Statement No. 87, Leases. Statement No. 87 required the University to classify certain leases as finance leases that may have been shown as operating leases in the past. As a result, the University recognized \$113,930 and \$270,997 of Right to Use (RTU) assets in fiscal years 2023 and 2022 respectively. These assets are amortized over the shorter of: the useful life of the asset or the lease term. The associated amortization of the RTU assets at 2023 and 2022 were \$646,373 and \$715,145, respectively.

In Fiscal Year 2023 the University adopted GASB Statement No. 96, Subscription-Based Information Technology Arrangements (SBITAs). Statement No. 96 required the University to classify software purchases as information technology subscription liabilities that were just shown as operating expenses in the past. As a result, the University recognized \$1,265,194 and \$1,262,685 of Right to Use (RTU) SBITA assets in fiscal years 2023 and 2022 respectively. These assets are amortized over the shorter of: the useful life of the asset or the lease term. The associated amortization of the RTU SBITA assets at 2023 and 2022 were \$2,543,851 and \$2,394,330, respectively.

These amounts are summarized in the schedules below.

Capital assets activity for the year ended June 30, 2023, is as follows:

| | Balance - June 30, <u>2022</u> | <u>Additions</u> | <u>Reductions</u> | <u>Transfers</u> | Balance – June 30, <u>2023</u> |
|--|--------------------------------------|---------------------|---------------------|--------------------|--------------------------------------|
| Capital assets not being depreciated/amortized | | | | | |
| Land | \$ 10,593,628 | \$ - | \$ - | \$ - | \$ 10,593,628 |
| Historical treasures and works of art | 2,011,296 | - | - | - | 2,011,296 |
| Livestock for educational purposes | 277,948 | 81,300 | - | - | 359,248 |
| Construction in progress | <u>7,590,802</u> | <u>22,256,815</u> | <u>(43,196)</u> | <u>(3,381,259)</u> | <u>26,423,162</u> |
| Total capital assets not being depreciated/amortized | 20,473,674 | 22,338,115 | (43,196) | (3,381,259) | 39,387,334 |
| Other capital assets | | | | | |
| Land improvements | 65,868,734 | - | - | 545,544 | 66,414,278 |
| Buildings | 668,946,993 | - | (122,210) | 2,757,465 | 671,582,248 |
| Leasehold improvements | 125,577 | - | - | - | 125,577 |
| Equipment | 38,759,569 | 3,514,856 | (264,385) | 78,250 | 42,088,290 |
| RTU Lease Assets | 2,336,342 | 113,930 | (122,113) | - | 2,328,159 |
| RTU SBITA Assets | 10,379,887 | 1,265,194 | (182,296) | - | 11,462,785 |
| Library books | <u>52,685,987</u> | <u>1,473,671</u> | <u>(90,934)</u> | <u>-</u> | <u>54,068,724</u> |
| Total other capital assets | 839,103,089 | 6,367,651 | (781,938) | 3,381,259 | 848,070,061 |
| Less accumulated depreciated/amortized for | | | | | |
| Land improvements | (46,539,469) | (3,066,680) | - | - | (49,606,149) |
| Buildings | (234,897,949) | (16,373,864) | 23,025 | - | (251,248,788) |
| Leasehold improvements | (125,578) | - | - | - | (125,578) |
| Equipment | (28,667,324) | (2,795,780) | 264,385 | - | (31,198,719) |
| RTU Lease Assets | (1,113,280) | (646,373) | 122,114 | - | (1,637,539) |
| RTU SBITA Asset | (2,214,853) | (2,543,851) | 182,296 | - | (4,576,408) |
| Library books | <u>(45,392,074)</u> | <u>(1,420,366)</u> | <u>90,934</u> | <u>-</u> | <u>(46,721,506)</u> |
| Total accumulated depreciated/amortized | <u>(358,950,527)</u> | <u>(26,846,914)</u> | <u>682,754</u> | <u>-</u> | <u>(385,114,687)</u> |
| Other capital assets – net | <u>480,152,562</u> | <u>(20,479,263)</u> | <u>(99,184)</u> | <u>3,381,259</u> | <u>462,955,374</u> |
| Total capital assets – net | <u>\$ 500,626,236</u> | <u>\$ 1,858,852</u> | <u>\$ (142,380)</u> | <u>\$ -</u> | <u>\$ 502,342,708</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 4 – CAPITAL ASSETS (Continued)

Restated Capital assets activity for the year ended June 30, 2022, is as follows:

| | Balance - June 30, <u>2021</u> | <u>Additions</u> | <u>Reductions</u> | <u>Transfers</u> | Balance – June 30, <u>2022</u> |
|--|--------------------------------------|------------------------|-------------------|--------------------|--------------------------------------|
| Capital assets not being depreciated/amortized | | | | | |
| Land | \$ 8,186,328 | \$ 2,407,300 | \$ - | \$ - | \$ 10,593,628 |
| Historical treasures and works of art | 2,011,296 | - | - | - | 2,011,296 |
| Livestock for educational purposes | 264,448 | 13,500 | - | - | 277,948 |
| Construction in progress | <u>7,492,088</u> | <u>3,563,495</u> | - | <u>(3,464,781)</u> | <u>7,590,802</u> |
| Total capital assets not being depreciated/amortized | 17,954,160 | 5,984,295 | - | (3,464,781) | 20,473,674 |
| Other capital assets | | | | | |
| Land improvements | 63,189,182 | 1,496,545 | - | 1,183,007 | 65,868,734 |
| Buildings | 666,583,509 | 81,710 | - | 2,281,774 | 668,946,993 |
| Leasehold improvements | 125,577 | - | - | - | 125,577 |
| Equipment | 37,142,768 | 1,616,801 | - | - | 38,759,569 |
| RTU Lease Assets | 2,281,839 | 270,997 | (216,494) | - | 2,336,342 |
| RTU SBITA Assets | 9,296,679 | 1,262,685 | (179,477) | - | 10,379,887 |
| Library books | <u>51,209,527</u> | <u>1,508,810</u> | <u>(32,350)</u> | - | <u>52,685,987</u> |
| Total other capital assets | 829,829,081 | 6,237,548 | (428,321) | 3,464,781 | 839,103,089 |
| Less accumulated depreciated/amortized for | | | | | |
| Land improvements | (43,581,435) | (2,958,034) | - | - | (46,539,469) |
| Buildings | (218,527,590) | (16,370,359) | - | - | (234,897,949) |
| Leasehold improvements | (116,954) | (8,624) | - | - | (125,578) |
| Equipment | (26,314,136) | (2,353,188) | - | - | (28,667,324) |
| RTU Lease Assets | (614,629) | (715,145) | 216,494 | - | (1,113,280) |
| RTU SBITA Assets | - | (2,394,330) | 179,477 | - | (2,214,853) |
| Library books | <u>(44,029,681)</u> | <u>(1,394,743)</u> | <u>32,350</u> | - | <u>(45,392,074)</u> |
| Total accumulated depreciated/amortized | (333,184,425) | (26,194,423) | 428,321 | - | (358,950,527) |
| Other capital assets – net | <u>496,644,656</u> | <u>(19,956,875)</u> | - | <u>3,464,781</u> | <u>480,152,562</u> |
| Total capital assets – net | <u>\$ 514,598,816</u> | <u>\$ (13,972,580)</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ 500,626,236</u> |

Note: July 1, 2021 has been restated for GASB 96 implementation.

NOTE 5 – UNEARNED REVENUE

Unearned revenue as of June 30, 2023 and 2022 is as follows:

| | <u>2023</u> | <u>2022</u> |
|---|----------------------|----------------------|
| Unearned summer school revenue and activity fees | \$ 6,158,738 | \$ 5,486,452 |
| Unearned grants and contracts revenue, current | 6,695,907 | 7,954,433 |
| Unearned grants and contracts revenue, noncurrent | <u>21,062,665</u> | <u>19,303,225</u> |
| Total | <u>\$ 33,917,310</u> | <u>\$ 32,744,110</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 6 – BONDS PAYABLE AND FINANCE PURCHASE OBLIGATIONS

Long-term liabilities as of June 30, 2023, and long-term activity for the year ended June 30, 2023 are summarized as follows:

| | Balance - July 1, 2022 | Additions | Reductions | Refunding | Balance - June 30, 2023 | Balance Due Within One Year |
|----------------------------------|---------------------------|----------------------|------------------------|-------------|----------------------------|-----------------------------------|
| Revenue bonds payable | \$ 67,440,000 | \$ 50,530,000 | \$ (3,310,000) | \$ - | \$ 114,660,000 | \$ 4,320,000 |
| General receipts refunding bonds | 19,620,000 | - | (2,730,000) | - | 16,890,000 | 2,830,000 |
| Finance purchase obligations | 25,685,743 | 2,449,516 | (631,099) | - | 27,504,160 | 671,897 |
| RTU lease liability | 1,233,607 | 113,930 | (643,189) | - | 704,348 | 254,425 |
| RTU SBITA liability | 8,274,450 | 1,265,193 | (2,194,711) | - | 7,344,932 | 2,248,032 |
| Unamortized bond premium | <u>3,566,413</u> | <u>1,433,343</u> | <u>(580,591)</u> | <u>-</u> | <u>4,419,165</u> | <u>532,309</u> |
| | <u>\$ 125,820,213</u> | <u>\$ 55,791,982</u> | <u>\$ (10,089,590)</u> | <u>\$ -</u> | <u>\$ 171,522,605</u> | <u>\$ 10,856,663</u> |

Restated Long-term liabilities as of June 30, 2022, and restated long-term activity for the year ended June 30, 2022 are summarized as follows:

| | Balance - July 1, 2021 | Additions | Reductions | Refunding | Balance - June 30, 2022 | Within One Year |
|----------------------------------|---------------------------|----------------------|------------------------|------------------------|----------------------------|---------------------|
| Revenue bonds payable | \$ 84,020,000 | \$ - | \$ (4,175,000) | \$ (12,405,000) | \$ 67,440,000 | \$ 3,310,000 |
| General receipts refunding bonds | 10,235,000 | 12,405,000 | (3,020,000) | - | 19,620,000 | 2,730,000 |
| Finance purchase obligations | 25,745,544 | - | (59,801) | - | 25,685,743 | 63,774 |
| RTU lease liability | 1,670,482 | 270,997 | (707,872) | - | 1,233,607 | 551,820 |
| RTU SBITA liability | 9,296,679 | 1,262,685 | (2,284,914) | - | 8,274,450 | 2,194,711 |
| Unamortized bond premium | <u>4,036,587</u> | <u>110,577</u> | <u>(580,751)</u> | <u>-</u> | <u>3,566,413</u> | <u>508,082</u> |
| | <u>\$ 135,004,292</u> | <u>\$ 14,049,259</u> | <u>\$ (10,828,338)</u> | <u>\$ (12,405,000)</u> | <u>\$ 125,820,213</u> | <u>\$ 9,358,387</u> |

General Receipts Revenue Bonds – On July 3, 2012, the University sold \$27,700,000 of Eastern Kentucky University General Receipts Refunding Bonds, 2012 Series A bonds, at an effective interest rate of 3.49% to advance refund Consolidated Education Revenue Bonds Series V (June 1, 2004, which refinanced outstanding Housing Revenue Series bonds and provided additional funding for the replacement of the campus underground electrical system) of \$8,790,000 and a master lease (September 25, 2008 for an energy savings performance contract) of \$21,863,227. The 2012 Series A bond agreement includes certain covenants and guidelines related to the University's indebtedness.

The net proceeds of \$31,350,000 (including the Original Issuer's Premium) of the 2012 Series A Bonds were used (after payment of underwriting fees, insurance, and other issuance costs) to purchase U.S. government securities. Those securities were deposited to an irrevocable trust with an escrow agent to provide for all future debt service payments on those Series V bonds and the energy savings lease. As a result, the Series V bonds and energy savings lease are considered to be defeased and the liabilities for these obligations have been removed from the statement of net position. The advance refunding resulted in a difference between the reacquisition price and the net carrying amount of the old debt of \$1,407,906. This difference, reported under GASB 65 (see Note 1) as a deferred outflow, is being charged to operations through the year 2024 using the effective-interest method. The University completed the advance refunding to reduce its total debt service payments over the next 12 years. The resulting savings on a present value basis is approximately \$2.35 million.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 6 – BONDS PAYABLE AND FINANCE PURCHASE OBLIGATIONS (Continued)

During fiscal years 2023 and 2022, \$755,000 and \$1,895,000 of principal and \$77,500 and \$172,250 of interest were paid on the bonds. The outstanding principal at June 30, 2023 and 2022 is \$795,000 and \$1,550,000, respectively.

On April 7, 2015, the University sold \$14,280,000 of Eastern Kentucky University General Receipt Bonds, Series 2015A, at a net interest cost of 3.26%. The proceeds of this bond issue provided funding for various athletic projects. The bonds mature in varying amounts through April 1, 2035. During fiscal years 2023 and 2022, \$640,000 and \$615,000 of principal and \$384,394 and \$408,994 of interest were paid on the bonds. Total outstanding principal at June 30, 2023 and 2022 was \$9,765,000 and \$10,405,000, respectively.

On March 2, 2016, the University sold \$5,825,000 of Eastern Kentucky University General Receipt Bonds, Series 2016A, at a net interest cost of 2.15% to refund a portion of the 2007 Series A Bonds (August 2, 2007, which refinanced outstanding Housing Revenue Series bonds).

During fiscal years 2023 and 2022, \$380,000 and \$610,000 of principal and \$48,038 and \$60,238, respectively, of interest were paid on the bonds. Total outstanding principal at June 30, 2023 and 2022 was \$1,590,000 and \$1,970,000, respectively.

On April 5, 2017, the University sold \$46,140,000 of Eastern Kentucky University General Receipt Bonds, Series 2017A, at an adjusted true interest cost of 3.43%. The bonds mature in varying amounts through April 1, 2037. During fiscal years 2023 and 2022, \$1,845,000 and \$1,760,000 of principal and \$1,514,406 and \$1,602,406, respectively, of interest were paid on the bonds. Total outstanding principal at June 30, 2023 and 2022 was \$36,245,000 and \$38,090,000, respectively.

On January 23, 2018, the University sold \$21,860,000 of Eastern Kentucky University General Receipt Bonds, Series 2018A, at an adjusted true interest cost of 3.03%. The bonds mature in varying amounts through October 1, 2037. During fiscal years 2023 and 2022, \$825,000 and \$785,000 of principal and \$749,288 and \$789,538 of interest were paid on the bonds. Total outstanding principal at June 30, 2023 and 2022 was \$18,120,000 and \$18,945,000, respectively.

The proceeds of the Eastern Kentucky University General Receipt Bonds, Series 2017A and Series 2018A, provide funding for the project listed in the Budget Act *Construct Student Life Facilities*. The project includes (i) the construction of a new student recreation facility with a fitness center and other amenities, (ii) the construction of a pedway over the Robert Martin Bypass connecting north and south campus, and (iii) renovations of the Powell Student Union building.

On August 27, 2019, the University sold \$5,265,000 of Eastern Kentucky University General Receipt Bonds, Series 2019A, at a net interest cost of 1.782% to refund the 2009 Series A Bonds

The refunding resulted in a gross savings between the reacquisition price and the net carrying amount of the old debt. The University completed the refunding to reduce its total debt service payments over the next 9 years. The resulting savings on a present value basis is approximately \$588,141. As of June 30, 2023, the 2009 Series A Bonds had been fully redeemed.

During fiscal years 2023 and 2022, \$545,000 and \$515,000 of principal and \$157,450 and \$183,200 of interest, respectively, were paid on these bonds. Total outstanding principal at June 30, 2023 and 2022 was \$3,150,000 and \$3,695,000, respectively.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 6 – BONDS PAYABLE AND FINANCE PURCHASE OBLIGATIONS (Continued)

On December 10, 2020, the University agreed to the sale of \$12,405,000 of Eastern Kentucky University General Receipt Bonds, Series 2021A to refund the 2011 Series A Bonds. The bonds closed on July 6, 2021. The refunding resulted in an advanced payment of the present value interest savings to the University in the amount of \$1,629,508. As of June 30, 2023, the 2011 Series A Bonds had been fully redeemed.

During fiscal years 2023 and 2022, \$1,050,000 and \$0 of principal and \$451,525 and \$344,740 of interest, respectively, were paid on these new bonds. Total outstanding principal at June 30, 2023 and 2022 was \$11,355,000 and \$12,405,000, respectively.

On August 2, 2022, the University sold \$50,530,000 of Eastern Kentucky University General Receipt Bonds, 2022 Series A, at an adjusted true interest cost of 4.10%. The bonds mature in varying amounts through April 1, 2052. The bonds were issued as a new borrowing for housing renovations. During fiscal year 2023, \$0 of principal and \$1,467,522 of interest were paid on these bonds. Total outstanding principal at June 30, 2023 was \$50,530,000.

RTU Lease Liabilities and RTU SBITA Liability – With the implementation of GASB 87 in fiscal year 2022, the University recognized additional RTU lease liability in the amount of \$113,930 for 2023 and \$270,997 for 2022. Associated interest costs were \$11,183 and \$11,037, for fiscal years 2023 and 2022, respectively. The lease liability is calculated at the present value of the remaining lease payments, with a discount range of .17% to 4.07%. The lease asset recorded is amortized over the shorter of the useful life of the asset or the lease term. These leases are used to procure the right to use equipment, facility improvements, and property.

With the implementation of GASB 96 for fiscal years 2023 and 2022 (restated), the University recognized additional RTU SBITA liability in the amount of \$1,265,193 for 2023 and \$1,262,685 for 2022. Associated interest costs were \$77,288 and \$46,767, for fiscal years 2023 and 2022 respectively. The RTU SBITA liability is calculated at present value of the remaining lease payments with a discount range of .25% to 4.06%. The lease asset recorded is amortized over the shorter of the useful life of the asset or the lease term. These types of leases are used to procure the right to use software such as the University's enterprise resource planning system, academic delivery software, procurement software, and the University's CRM software.

The principal and interest is presented in aggregate in the schedule below for both RTU lease liabilities and RTU SBITA liabilities.

The principal maturities and interest repayment requirements on RTU Lease liabilities and RTU SBITA liabilities are as follows:

| | <u>Principal</u> | <u>Interest</u> | <u>Total</u> |
|-----------------------|---------------------|-------------------|---------------------|
| Years ending June 30, | | | |
| 2024 | \$ 2,502,458 | \$ 68,267 | \$ 2,570,725 |
| 2025 | 1,918,507 | 43,298 | 1,961,805 |
| 2026 | 1,535,235 | 23,243 | 1,558,478 |
| 2027 | 1,346,863 | 8,899 | 1,355,762 |
| 2028 | 480,607 | 5,751 | 486,358 |
| 2029-2033 | 94,284 | 22,559 | 116,843 |
| 2034-2038 | 97,292 | 12,471 | 110,033 |
| 2039-2043 | <u>74,034</u> | <u>2,836</u> | <u>76,870</u> |
| | <u>\$ 8,049,280</u> | <u>\$ 187,594</u> | <u>\$ 8,236,874</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 6 – BONDS PAYABLE AND FINANCE PURCHASE OBLIGATIONS (Continued)

Finance Purchase Obligations – During fiscal year 2016, the University modified the previous Grand Campus lease as part of a value-added benefit for the public private partnership residence hall project. The lease is extended to a total of 31.5 years with lease payments totaling \$115,580,549 over that period, with the University taking ownership at the end of the term. Grand Campus is an approximately 16-acre property adjacent to campus that holds 2 separate student housing dormitories containing a total of 512 bedrooms. The dormitories also have separate bathrooms, common areas, swimming pool, clubhouse, and parking lot among other amenities. Interest only payments are being made by the University until principal payments begin 2032 through maturity in 2047.

In addition to Grand Campus and the lease of lockers for mail purposes, the University recognized an additional finance purchase in FY23 for the lease of laptops for faculty/staff. During fiscal years 2023 and 2022, \$631,099 and \$59,801 of principal and \$3,137,478 and \$2,973,407, respectively, of interest were paid on the finance lease outstanding obligations.

The principal maturities and interest repayment requirements on bonds and finance purchase obligations are as follows:

| Years ending June 30, | <u>Principal</u> | <u>Interest</u> | <u>Total</u> |
|-----------------------|-----------------------|-----------------------|-----------------------|
| 2024 | \$ 8,354,205 | \$ 8,495,409 | \$ 16,849,614 |
| 2025 | 7,793,988 | 8,201,546 | 15,995,534 |
| 2026 | 8,028,780 | 7,936,362 | 15,965,142 |
| 2027 | 7,654,544 | 7,651,856 | 15,306,400 |
| 2028 | 7,516,739 | 7,394,053 | 14,910,792 |
| 2029-2033 | 36,741,638 | 33,308,948 | 70,050,586 |
| 2034-2038 | 33,456,489 | 25,269,135 | 58,725,624 |
| 2039-2043 | 18,288,057 | 18,770,499 | 37,058,556 |
| 2044-2048 | 24,512,688 | 10,994,903 | 35,507,591 |
| 2049 | <u>11,126,197</u> | <u>1,134,662</u> | <u>12,260,859</u> |
| | <u>\$ 163,473,325</u> | <u>\$ 129,157,373</u> | <u>\$ 292,630,698</u> |

Assets under finance purchase obligations totaled \$27,504,160 and \$25,685,743 with accumulated depreciation of \$6,450,810 and \$5,046,875 at June 30, 2023 and 2022, respectively. This includes Grand Campus Properties, mail lockers and laptop leases.

NOTE 7 – SERVICE CONCESSION ARRANGEMENT

On February 8, 2016, the University entered into an agreement with a third party that qualifies for treatment as a service concession arrangement as defined in GASB 94, *Public-Private and Public-Public Partnerships and Availability Payment Arrangements*. Under the terms of the agreement, the University leases land to the third party and the third party constructed student housing, whereby the University is the owner of the constructed building with no obligation for construction costs. Once construction of the building was complete and ready for use, the University leased it back to the third party and entered into a manage and maintain agreement for cost and revenue sharing. Due to the age and condition of the current housing stock, the University entered the agreement with the expectation of attracting more students and to retain current students. The buildings were completed in July 2017 and recorded as a capital asset with a book value of \$71,107,507, and a useful life of 40 years. As of June 30, 2023, and 2022, the buildings had a net book value of \$60,589,521 and \$62,367,209 and the service concession had a carrying balance of \$56,886,005 and \$59,256,255, respectively.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 8 – DESIGNATIONS OF UNRESTRICTED NET POSITION

Unrestricted net position is designated for specific purposes by action of the Board or University management or may otherwise be limited by contractual agreements. Commitments for the use of unrestricted net position at June 30, 2023 and 2022 are as follows:

| | <u>2023</u> | <u>2022</u> |
|--|-------------------------|-------------------------|
| Inventories | \$ 325,282 | \$ 426,166 |
| Outstanding encumbrances | 1,576,278 | 895,072 |
| Departmental commitments | 6,990,607 | 4,079,269 |
| Designated projects and contingency reserves | 33,433,873 | 46,185,990 |
| Health care self-insurance reserve | 3,000,000 | 3,000,000 |
| Auxiliary working capital | (1,025,799) | 2,082,198 |
| University capital projects | 1,000,000 | 1,000,000 |
| KTRS Pension | (84,344,129) | (94,162,678) |
| KERS Pension | (143,037,588) | (124,902,084) |
| KTRS OPEB | (21,651,029) | (22,614,801) |
| KERS OPEB | <u>(18,799,944)</u> | <u>(26,641,562)</u> |
| Total | <u>\$ (222,532,449)</u> | <u>\$ (210,652,430)</u> |

NOTE 9 – ASSETS HELD BY OTHERS

The Regional University Excellence Trust Fund ("RUETF") was created by the Kentucky General Assembly with the passage of the Postsecondary Education Improvement Act of 1997 ("House Bill 1"). The RUETF Endowment Match Program, also known as "Bucks for Brains", provides state funds on a dollar-for-dollar match basis. Funds are endowed for the purposes of supporting endowed chairs and professorships. House Bill 1 also established two Eastern Kentucky University endowments for the support of nationally recognized Programs of Distinction ("PODs") for the College of Justice and Safety and for potential future additional Programs of Distinction. The College of Justice and Safety POD was liquidated in 2010 to fund an addition to the Stratton Building.

The total fair market value of the Eastern Kentucky University RUETF and POD endowment as of June 30, 2023 and 2022 was \$22,876,766 and \$21,330,594, respectively.

The portion of the RUETF endowment representing the value of the funding received from the Kentucky General Assembly, plus unexpended earnings thereon, was \$20,679,052 and \$19,282,619 as of June 30, 2023 and 2022, respectively, and is included in restricted assets held by the Foundation (see Note 2).

The fair market value of the Eastern Kentucky University POD endowments as of June 30, 2023 and 2022 was \$2,197,714 and \$2,047,975, respectively, and is included in restricted assets held by the Foundation (see Note 2).

NOTE 10 – RELATED-PARTY TRANSACTIONS

The University and the Foundation are related parties. The University authorizes the Foundation to solicit contributions on its behalf. In the absence of donor restrictions, the Foundation has discretionary control over the amounts and timing of its distributions to the University. In addition, the Foundation incurs expenses for salaries of certain University staff; however, the salaries are paid by the University.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 10 – RELATED-PARTY TRANSACTIONS (Continued)

| | <u>2023</u> | <u>2022</u> |
|--|-------------|-------------|
| Funds disbursed by the University on behalf of the Foundation: | | |
| For employee salaries and benefits | \$ 692,938 | \$ 637,915 |
| For other expenses | 2,832,397 | 2,435,863 |
| For scholarships | 1,915,007 | 1,830,140 |
| Funds held by the Foundation on behalf of or for the benefit of the University as of June 30 | 22,876,766 | 21,330,594 |
| Funds due to the University by the Foundation | 119,047 | 324,268 |

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS

Plan Description – All full-time University faculty members and certain other staff occupying a position requiring certification or graduation from a four-year college or university as a condition of employment are covered by the Kentucky Teachers' Retirement System (KTRS), a cost sharing - multiple employer public employee retirement system. KTRS is a defined benefit plan providing for retirement, disability, death benefits and health insurance. Participants have a fully vested interest after the completion of 60 months of service, 12 of which are current service.

KTRS issues a publicly available financial report that includes financial statements, required supplementary information, and detailed information about the pension plan's fiduciary net position. That report may be obtained by writing to Kentucky Teachers' Retirement System, 479 Versailles Road, Frankfort, Kentucky, 40601, by calling (502) 573-3266, or visiting the website at <https://trs.ky.gov/>.

Basis of Accounting: For purposes of measuring the net pension and OPEB liabilities, deferred outflows of resources and deferred inflows of resources related to pension and OPEB, pension and OPEB expense, information about the fiduciary net position of the Kentucky Teachers' Retirement System of the State of Kentucky (KTRS) and additions to/deductions from KTRS's fiduciary net position have been determined on the same basis as they are reported by KTRS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value, except for money market investments and participating interest-earning investment contracts that have a maturity at the time of purchase of one year or less, which are reported at cost.

Pension Plan Information

Pension Benefits Provided: The information below summarizes the major retirement benefit provisions of KTRS plan. It is not intended to be, nor should it be interpreted as, a complete statement of all benefit provisions:

| | Tier 1 Participation Prior to <u>July 1, 2008</u> | Tier 2 Participation on or After <u>July 1, 2008</u> |
|---------------------------|---|---|
| Covered Employees: | University faculty and professional staff that do not choose the Optional Retirement Plan (Deferred Contribution) | University faculty and professional staff that do not choose the Optional Retirement Plan (Deferred Contribution) |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

| | Tier 1 Participation Prior to <u>July 1, 2008</u> | Tier 2 Participation on or After <u>July 1, 2008</u> |
|--|---|---|
| Benefit Formula: | Final Compensation X Benefit Factor X Years of Service | |
| Final Compensation: | Average of the highest 5 annual salaries reduced 5% per year from the earlier of age 60 or the date 27 years of service would have been completed. Average of the highest 3 annual salaries if age 55 with 27 or more years of service. The minimum annual service allowance for all members is \$440 multiplied by credited service. | Average of the highest 5 annual salaries reduced 6% per year from the earlier of age 60 or the date 27 years of service would have been completed. Average of the highest 3 annual salaries if age 55 with 27 or more years of service. The minimum annual service allowance for all members is \$440 multiplied by credited service. |
| Benefit Factor: | Non-University members: 2.00% for service prior to 7/1/1983; 2.50% for service after 7/1/1983; 2.00% if participation after 7/1/2002 and less than 10 years; 2.50% if participation after 7/1/2002 and more than 10 years; 3.00% if retire after 7/1/2004 with more than 30 years. University members: 2.0% for each year of service. | Non-University members: 1.70% if less than 10 years; 2.00% if greater than 10 years, but no more than 20 years; 2.30% if greater than 20 years, but no more than 26 years; 2.50% if greater than 26 years, but no more than 30 years; 3.00% for service greater than 30 years. University members: 1.50% if less than 10 years; 1.70% if greater than 10 years, but less than 20 years; 1.85% if greater than 20 years, but less than 27 years; 2.00% if greater than 27 years. |
| Cost of Living Adjustment (COLA): | 1.5% annually additional ad hoc increases must be authorized by the General Assembly. | |
| Unreduced Retirement Benefit: | Any age with 27 years of Kentucky service. Age 55 with 5 years of Kentucky service. | Any age with 27 years of Kentucky service. Age 60 with 5 years of Kentucky service. Age 55 with 10 years of Kentucky service. |
| Reduced Retirement Benefit: | Must be retired for service or disability to be eligible. Retired members are given a supplement based upon a contribution supplement table approved by the KTRS Board of Trustees. The retired member pays premiums in excess of the monthly supplement. | |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

Tier 3

Members on and after January 1, 2022

Condition for Retirement: Attainment of age 57 and 10 years of service or attainment of age 65 and 5 years of service.

Amount of Allowance

Foundational Benefit

The annual foundational benefit for non-university members is equal to service times a multiplier times final average salary. The multiplier for non-university members is shown in the following table:

| Age | Years of Service | | | |
|-------------|------------------|----------|----------|------------|
| | 5-9.99 | 10-19.99 | 20-29.99 | 30 or more |
| 57-60 | - | 1.70% | 1.95% | 2.20% |
| 61 | - | 1.74% | 1.99% | 2.24% |
| 62 | - | 1.78% | 2.03% | 2.28% |
| 63 | - | 1.82% | 2.07% | 2.32% |
| 64 | - | 1.86% | 2.11% | 2.36% |
| 65 and over | 1.90% | 1.90% | 2.15% | 2.40% |

The multiplier for university members is shown in the following table:

| Age | Years of Service | | | |
|-------------|------------------|----------|----------|------------|
| | 5-9.99 | 10-19.99 | 20-29.99 | 30 or more |
| 57-60 | - | 0.70% | 0.95% | 1.20% |
| 61 | - | 0.74% | 0.99% | 1.24% |
| 62 | - | 0.78% | 1.03% | 1.28% |
| 63 | - | 0.82% | 1.07% | 1.32% |
| 64 | - | 0.86% | 1.11% | 1.36% |
| 65 and over | 0.90% | 0.90% | 1.15% | 1.40% |

The annual foundational benefit is reduced by 6% per year from the earlier of age 60 or the date the member would have completed 30 years of service.

Supplemental Benefit

The annual supplemental benefit is equal to the account balance which includes member and employer contributions and interest credited annually on June 30. Options include annuitizing the balance or receiving the balance as a lump sum either at the time of retirement or at a later date.

Condition for Allowance

Totally and permanently incapable of being employed as a teacher and under age 60 but after completing 5 years of service.

Amount of Allowance

The disability allowance is equal to the greater of the service retirement allowance or 60% of the member's final average salary. The disability allowance is payable over an entitlement period equal to 25% of the service credited to the member at the date of disability or five years, whichever is longer. After the disability entitlement period has expired and if the member remains disabled, he will be retired under service retirement. The service retirement allowance will be computed with service credit given for the period of disability retirement. The allowance will not be less than \$6,000 per year. The service retirement allowance will not be reduced for commencement of the allowance before age 60 or the completion of 27 years of service.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

Tier 3

Members on and after January 1, 2022

| | |
|--|--|
| Benefits Payable on Separation from Service | Any member who ceases to be in service is entitled to receive his contributions with allowable interest. A member who has completed 5 years of creditable service and leaves his contributions with the System may be continued in the membership of the System after separation from service, and file application for service retirement after the attainment of age 60. |
| Life Insurance | A separate Life Insurance fund has been created as of June 30, 2000 to pay benefits on behalf of deceased TRS active and retired members.. |

Contributions - Benefit and contribution rates are established by state statute. Per Kentucky Revised Statutes 161.540, 161.550 and 161.565, contribution requirements of the active employees and the participating organizations are established and may be amended by the KTRS Board. For the fiscal year ended June 30, 2023 and 2022, University employees were required to contribute from 8.185% to 9.775% of their annual covered salary for retirement benefits. The University was contractually required to contribute 15.87% (13.055% allocated to pension, 2.780% allocated to medical insurance and 0.03% allocated to life insurance) of covered payroll for the fiscal years ended June 30, 2023 and 2022. The actuarially determined amount, when combined with employee contributions, is expected to finance the cost of benefits earned by employees during the year, with an additional amount to finance any unfunded accrued liability.

The University has met 100% of the contribution funding requirement for the fiscal years ended June 30, 2023 and 2022. Total current year contributions recognized by the Plan were \$8,544,966 (\$7,178,708 related to pension and \$1,366,258 related to OPEB) for the year ended June 30, 2022. For the year ended June 30, 2021, total contributions recognized by the Plan were \$8,778,093 (\$7,520,063 related to pension and \$1,258,030 related to OPEB). The OPEB contributions amount does not include the implicit subsidy. In addition, the Commonwealth of Kentucky contributes ad hoc annual cost of living adjustments provided by the General Assembly for KTRS retirees. This contribution totaled \$9,517,242 and \$7,450,917, respectively, for the years ended June 30, 2023 and 2022.

Pension liabilities, pension expense, and deferred outflows of resources and deferred inflows of resources related to pensions - At June 30, 2023 and 2022, the University reported a liability for its proportionate share of the net pension liability that reflected a reduction for pension support provided to the University by the Commonwealth of Kentucky. The amount recognized by the University as its proportionate share of the net pension liability, the related State support, and the total portion of the net pension liability that was associated with the University were as follows:

| | <u>2023</u> | <u>2022</u> |
|--|-----------------------|-----------------------|
| University's proportionate share of the net pension liability | \$ 99,234,802 | \$ 86,071,894 |
| Commonwealth of Kentucky's proportionate share of the net pension liability associated with the University | <u>128,957,429</u> | <u>90,868,704</u> |
| | <u>\$ 228,192,231</u> | <u>\$ 176,940,598</u> |

The net pension liability was measured as of June 30, 2021 and 2020. The University's proportion of the net pension liability was based on actual contributions to the pension plan during the measurement period. At June 30, 2023 and 2022, University's proportion was 0.56% and 0.69%, respectively, and the Commonwealth of Kentucky's proportion associated with the University was 0.73% and 0.63%, respectively.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

For the year ended June 30, 2023 and 2022, the University was allocated pension expense of \$(9,818,549) and \$(31,399,837) and revenue of \$2,734,437 and \$15,603,356 respectively. At June 30, 2023 and 2022, the University reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

| | Deferred Outflows of Resources | Deferred Inflows of Resources |
|---|--------------------------------------|-------------------------------------|
| <u>2023</u> | | |
| Net difference between projected and actual earnings on investments | \$ (3,445,382) | \$ - |
| Change in assumptions | 9,000,726 | - |
| Differences between expected and actual experience | 6,323,814 | - |
| Changes in proportionate share of contributions | <u>4,865,750</u> | <u>9,032,945</u> |
| | 16,744,908 | 9,032,945 |
| Contributions subsequent to the measurement date | <u>7,178,708</u> | <u>-</u> |
| | <u>\$ 23,923,616</u> | <u>\$ 9,032,945</u> |
| <u>2022</u> | | |
| Net difference between projected and actual earnings on investments | \$ (1,621,397) | \$ 779,670 |
| Change in assumptions | 14,721,446 | 7,599,663 |
| Differences between expected and actual experience | - | 21,219,877 |
| Changes in proportionate share of contributions | <u>7,821,947</u> | <u>6,933,635</u> |
| | 20,921,996 | 36,532,845 |
| Contributions subsequent to the measurement date | <u>7,520,063</u> | <u>-</u> |
| | <u>\$ 28,442,059</u> | <u>\$ 36,532,845</u> |

At June 30, 2023, the University reported \$7,178,708 as deferred outflows of resources related to pensions resulting from University contributions subsequent to the measurement date that will be recognized as a reduction of the net pension liability in the following fiscal year. Deferred outflows and deferred inflows of resources at June 30, 2023, related to pensions will be recognized in pension expense as follows:

| | |
|---------------------|---------------------|
| Year ended June 30: | |
| 2024 | \$ 2,254,600 |
| 2025 | 2,898,778 |
| 2026 | (2,872,977) |
| 2027 | <u>5,431,562</u> |
| | <u>\$ 7,711,963</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

Actuarial assumptions - The total pension liability in the June 30, 2021 and 2020 measurement was determined by using the following actuarial valuations, applied to all periods included in the measurement:

| | |
|-------------------------------|--|
| Actuarial cost method | Entry age |
| Amortization method | Level percentage of payroll, closed |
| Remaining amortization period | 25.4 years |
| Inflation | 3.00% |
| Salary increases | 3.50% - 7.30%, average, including inflation |
| Investment rate of return | 7.50%, net of pension plan investment expense, including inflation |

The rates of mortality for the period after service retirement are according to the Pub2010 (Teachers Benefited-Weighted) Mortality Table projected generationally with adjustments for each of the groups: service, retirees, contingent annuitants, disabled retiree, and active members.

The actuarial assumptions used in the June 30, 2021 and 2020 valuation were based on the results of an actuarial experience study for the period June 30, 2020.

The long-term expected return on plan was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighing the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

| <u>Asset Class</u> | <u>June 30, 2023</u> | |
|------------------------|--------------------------|---|
| | <u>Target Allocation</u> | <u>Long-Term Nominal Rate of Return</u> |
| U.S. Equity | 40.00% | 4.50% |
| Non U.S. Equity | 22.00 | 5.35 |
| Fixed Income | 15.00 | (0.10) |
| Additional Categories* | 7.00 | 1.95 |
| Real Estate | 7.00 | 4.00 |
| Private Equity | 7.00 | 6.90 |
| Cash | <u>2.00</u> | <u>(0.30)</u> |
| Total | <u>100.00%</u> | |

| <u>Asset Class</u> | <u>June 30, 2022</u> | |
|------------------------|--------------------------|---|
| | <u>Target Allocation</u> | <u>Long-Term Nominal Rate of Return</u> |
| U.S. Equity | 40.00% | 4.45% |
| Non U.S. Equity | 22.00 | 5.35 |
| Fixed Income | 15.00 | (0.10) |
| Additional Categories* | 7.00 | 1.95 |
| Real Estate | 7.00 | 4.00 |
| Private Equity | 7.00 | 6.90 |
| Cash | <u>2.00</u> | <u>(0.30)</u> |
| Total | <u>100.00%</u> | |

(Continued)

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

*Includes hedge funds, high yield and non U.S. developed bonds and private credit strategies

Changes in Assumptions and Benefit Terms Since Prior Measurement Date – The total pension liability as of June 30, 2021 reflects the assumed municipal bond index rate decrease from 2.19 percent to 2.16 percent. The Single Equivalent Interest Rate (SEIR) decreased from 7.50 percent to 7.10 percent. The impact of this change in the discount rate is a change in assumption that is added to expected TPL to determine the final TPL at June 30, 2021. The total pension liability as of June 30, 2021 reflects the assumed municipal bond index rate decrease from 2.19% to 2.16%. The Single Equivalent Interest Rate (SEIR) decreased to 7.10 percent. The impact of this change in the discount rate is a change in assumption that is added to expected total pension liability to determine the final total pension liability at June 30, 2021.

Changes Since Measurement Date - There were no changes between the measurement date of the collective net pension liability and the University reporting date that are expected to have a significant effect on the University's proportionate share of the collective net pension liability.

Discount rate - The discount rate used to measure the TPL was 7.10 percent and 7.50 percent respectively at June 30, 2021 and 2020. The projection of cash flows used to determine the discount rate assumed that plan member contributions will be made at the current contribution rates and that employer contributions will be made at the actuarially determined contribution rates for all fiscal years in the future. Based on those assumptions, at the June 30, 2021 measurement date, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the University's proportionate share of the net pension liability to changes in the discount rate - The following tables present the net pension liability of the University as of June 30, 2023 and 2022, calculated using the discount rate, as well as what the University's net pension liability (in thousands) would be if it were calculated using a discount rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate:

| | June 30, 2023 | | |
|--|---------------------------|-------------------------------------|---------------------------|
| | 1% Decrease (6.10%) | Current Discount Rate (7.10%) | 1% Increase (8.10%) |
| Proportionate share of the Collective Net Pension Liability (<i>in thousands</i>) | \$ 126,802 | \$ 99,235 | \$ 76,481 |
| | June 30, 2022 | | |
| | 1% Decrease (6.50%) | Current Discount Rate (7.50%) | 1% Increase (8.50%) |
| Proportionate share of the Collective Net Pension Liability (<i>in thousands</i>) | \$ 116,523 | \$ 86,072 | \$ 61,029 |

Medical Insurance Plan

Plan Description - In addition to the OPEB benefits previously described, Kentucky Revised Statute 161.675 requires KTRS to provide post-employment healthcare benefits to eligible members and dependents. The KTRS Medical Insurance benefit is a cost-sharing multiple employer defined benefit plan with a special funding situation. Changes made to the medical plan may be made by the KTRS Board of Trustees, the Kentucky Department of Employee Insurance and the General Assembly.

(Continued)

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

Benefits Provided - To be eligible for medical benefits, the member must have retired either for service or disability. The KTRS Medical Insurance Fund offers coverage to members under the age of 65 through the Kentucky Employees Health Plan administered by the Kentucky Department of Employee Insurance. KTRS retired members are given a supplement to be used for payment of their health insurance premium. The amount of the member's supplement is based on a contribution supplement table approved by the KTRS Board of Trustees. The retired member pays premiums in excess of the monthly supplement. Once retired members and eligible spouses attain age 65 and are Medicare eligible, coverage is obtained through the KTRS Medicare Eligible Health Plan.

Contributions - In order to fund the post-retirement healthcare benefit, seven and one-half percent (7.50%) of the gross annual payroll of members is contributed. Three and three-quarters percent (3.75%) is paid by member contributions and three quarters percent (.75%) from state appropriation and three percent (3.00%) from the employer. The state contributes the net cost of health insurance premiums for members who retired on or after July 1, 2010 who are in the non-Medicare eligible group. Also, the premiums collected from retirees as described in the plan description and investment interest help meet the medical expenses of the plan. For the years ended June 30, 2023 and 2022, the University contributed \$1,347,606 and \$1,241,600 to the KTRS medical insurance plan.

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEBs - At June 30, 2023 and 2022, the University reported a liability of \$26,486,000 and \$15,947,000 for its proportionate share of the collective net OPEB liability that reflected a reduction for state OPEB support provided to the University. The collective net OPEB liability was measured as of June 30, 2021 and 2020. The University's proportion of the net OPEB liability was based on actual contributions to the OPEB plan during the measurement period. At June 30, 2023 and 2022, the University's proportion was 1.07% and .74% and the Commonwealth of Kentucky's proportion associated with the University was .07% and .33% respectively.

The amount recognized by the University as its proportionate share of the OPEB liability, the related State support, and the total portion of the net OPEB liability that was associated with the University were as follows:

| | <u>2023</u> | <u>2022</u> |
|--|----------------------|----------------------|
| University's proportionate share of the net OPEB liability | \$ 26,486,000 | \$ 15,947,000 |
| State's proportionate share of the net OPEB liability associated with the University | <u>1,664,000</u> | <u>7,171,000</u> |
| Total | <u>\$ 28,150,000</u> | <u>\$ 23,118,000</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

For the year ended June 30, 2023 and 2022, the University was allocated OPEB expense of (\$961,006) and (\$2,274,745) and revenue of \$1,273,000 and \$283,000 for support provided by the State. At June 30, 2023 and 2022, the University reported deferred outflows of resources and deferred inflows of resources related to OPEBs from the following sources:

| | Deferred Outflows of Resources | Deferred Inflows of Resources |
|---|-----------------------------------|----------------------------------|
| 2023 | | |
| Difference between expected and actual experience | \$ - | \$ 11,134,000 |
| Changes of assumptions | 5,379,000 | - |
| Net difference between projected and actual earnings on OPEB plan investments | 1,408,000 | - |
| Changes in proportion and differences between University contributions and proportionate share of contributions | <u>9,169,000</u> | <u>865,000</u> |
| | 15,956,000 | 11,999,000 |
| University contributions subsequent to the measurement date | <u>1,347,606</u> | <u>-</u> |
| Total | <u>\$ 17,303,606</u> | <u>\$ 11,999,000</u> |
| 2022 | | |
| Difference between expected and actual experience | \$ - | \$ 9,483,000 |
| Changes of assumptions | 4,171,000 | - |
| Net difference between projected and actual earnings on OPEB plan investments | - | 1,701,000 |
| Changes in proportion and differences between University contributions and proportionate share of contributions | <u>890,000</u> | <u>1,314,000</u> |
| | 5,061,000 | 12,498,000 |
| University contributions subsequent to the measurement date | <u>1,241,600</u> | <u>-</u> |
| Total | <u>\$ 6,302,600</u> | <u>\$ 12,498,000</u> |

Of the total amount reported as deferred outflows of resources related to OPEB, \$1,347,606 resulting from University contributions subsequent to the measurement date and before the end of the fiscal year will be included as a reduction of the collective net OPEB liability in the year ending June 30, 2023. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in the University's OPEB expense as follows:

| | |
|---------------------|---------------------|
| Year ended June 30: | |
| 2024 | \$ (394,000) |
| 2025 | (104,000) |
| 2026 | 192,000 |
| 2027 | 1,931,000 |
| 2028 | 1,673,000 |
| Thereafter | <u>659,000</u> |
| | <u>\$ 3,957,000</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

Actuarial Assumptions - The total OPEB liability was determined using the following actuarial assumptions, applied to all periods included in the measurement:

| | |
|---------------------------------|---|
| Valuation date | June 30, 2020 |
| Measurement date | June 30, 2021 |
| Investment rate of return | 7.10% net of OPEB plan investment expense, including inflation. |
| Salary increases | 3.50 – 7.20%, including inflation |
| Inflation rate | 2.50% |
| Real wage growth | 0.25% |
| Wage inflation | 2.75% |
| Healthcare cost trend rate | Pre-65: 7.00% decreasing to ultimate trend rate of 4.50% by FY2031. Post-65: 5.00% decreasing to an ultimate trend rate of 4.50% by FY2024. |
| Medicare Part B premiums | 4.40% decreasing to an ultimate rate of 4.50% by FY2034. |
| Municipal bond index rate | 2.13% and 2.19% |
| Discount rate | 7.10% |
| Single equivalent interest rate | 7.10%, net of OPEB plan investment expense, including inflation. |

Mortality rates were based on the RP-2000 Combined Mortality Table projected to 2025 with projection scale BB and set forward two years for males and one year for females is used for the period after service retirement and for dependent beneficiaries. The RP-2000 Disabled Mortality Table set forward two years for males and seven years for females is used for the period after disability retirement.

The remaining actuarial assumptions (e.g. initial per capita costs, health care cost trends) used in the June 30, 2021 and 2020 valuations were based on a review of recent plan experience done concurrently with the June 30, 2020 valuation. The health care cost trend assumption was updated for the June 30, 2021 and 2020 valuations and was shown as an assumption change in the TOL roll forward while the change in initial per capita claims costs were included with experience in the TOL roll forward.

The long-term expected rate of return on OPEB plan investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of OPEB plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

The target allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

| | June 30, 2023 | | June 30, 2022 | |
|-----------------------------------|-------------------|-------------------------------------|-------------------|-------------------------------------|
| | Target | 30 Year | Target | 30 Year |
| | <u>Allocation</u> | <u>Expected Real Rate of Return</u> | <u>Allocation</u> | <u>Expected Real Rate of Return</u> |
| Global Equity | 58.00% | 5.10% | 58.00% | 5.10% |
| Fixed income | 9.00 | (0.10) | 9.00 | (0.10) |
| Real Estate | 6.50 | 4.00 | 6.50 | 4.00 |
| Private Equity | 8.50 | 6.90 | 8.50 | 6.90 |
| Additional Categories: High Yield | 8.00 | 1.70 | 8.00 | 1.70 |
| Other Additional Categories* | 9.00 | 2.20 | 9.00 | 2.20 |
| Cash (LIBOR) | <u>1.00</u> | <u>(0.30)</u> | <u>1.00</u> | <u>(0.30)</u> |
| Total | <u>100.00%</u> | | <u>100.00%</u> | |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

KTRS Medical Plan Changes in Assumptions Since Prior Measurement Date – For the fiscal year ended June 30, 2021, the healthcare cost trend rate for Pre-65 decreased from 7.25 percent for fiscal year 2021 to 7.10 percent for fiscal year 2022 and Post-65 decreased from 5.25 percent for fiscal year 2021 to 5.00 percent for fiscal year 2022. Medicare Part B premiums decreased to 4.40 percent for fiscal year 2022 from 6.49 percent for fiscal year 2022. The municipal bond index rate decreased from 2.19 percent to 2.13 percent. For the fiscal year ended June 30, 2021, the healthcare cost trend rate for Pre-65 decreased from 7.50 percent for fiscal year 2020 to 7.25 percent for fiscal year 2021 and Post-65 decreased from 5.50 percent for fiscal year 2020 to 5.25 percent for fiscal year 2021. Medicare Part B premiums increased to 6.49 percent for fiscal year 2021 from 2.63 percent for fiscal year 2020. The municipal bond index rate decreased from 3.50 percent to 2.19 percent.

Discount Rate - The discount rate used to measure the total OPEB liability was 7.10%. The projection of cash flows used to determine the discount rate assumed that the employer contributions will contribute the Actuarially Determined Contribution (ADC) in accordance with the MIF's funding policy determined by a valuation performed on a date two years prior to the beginning of the fiscal year in which the ADC applies. Based on those assumptions, the OPEB plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on OPEB plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability.

Sensitivity of the University's proportionate share of the net OPEB liability to changes in the discount rate - The following table presents the University's proportionate share of the collective net OPEB liability of the System, calculated using the discount rate, as well as what the University's proportionate share of the collective net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate:

| | June 30, 2023 | | |
|--|---------------------------|-------------------------------------|---------------------------|
| | 1% Decrease (6.10%) | Current Discount Rate (7.10%) | 1% Increase (8.10%) |
| University's net OPEB liability (MI) (in thousands) | \$ 33,231 | \$ 26,486 | \$ 20,902 |
| | June 30, 2022 | | |
| | 1% Decrease (7.00%) | Current Discount Rate (8.00%) | 1% Increase (9.00%) |
| University's net OPEB liability (MI) (in thousands) | \$ 20,416 | \$ 15,947 | \$ 12,252 |

Sensitivity of the University's proportionate share of the collective net OPEB liability to changes in the healthcare cost trend rates – The following presents the University's proportionate share of the collective net OPEB liability, as well as what the University's proportionate share of the collective net OPEB liability would be if it were calculated using healthcare cost trend rates that were 1-percentage-point lower or 1-percentage-point higher than the current healthcare cost trend rates:

| | June 30, 2023 | | |
|--|----------------|--------------------------|----------------|
| | 1% Decrease | Current Trend Rate | 1% Increase |
| University's net OPEB liability (in thousands) | \$ 19,856 | \$ 26,486 | \$ 34,732 |

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EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

| | June 30, 2022 | | |
|---|-----------------------|---------------------------------|-----------------------|
| | 1% <u>Decrease</u> | Current Trend <u>Rate</u> | 1% <u>Increase</u> |
| University's net OPEB liability (<i>in thousands</i>) | \$ 11,586 | \$ 15,947 | \$ 21,375 |

OPEB Plan Fiduciary Net Position – Detailed information about the OPEB plan's fiduciary net position is available in the separately issued TRS financial report.

Life Insurance Plan

Plan Description – Life Insurance Plan – KTRS administers the life insurance plan as provided by Kentucky Revised Statute 161.655 to eligible active and retired members. The KTRS Life Insurance benefit is a cost-sharing multiple employer defined benefit plan. Changes made to the life insurance plan may be made by the KTRS Board of Trustees and the General Assembly.

Benefits Provided – KTRS provides a life insurance benefit of five thousand dollars payable for members who retire based on service or disability. KTRS provides a life insurance benefit of two thousand dollars payable for its active contributing members. The life insurance benefit is payable upon the death of the member to the member's estate or to a party designated by the member.

Contributions - In order to fund the post-retirement life insurance benefit, 0.03 percent of the gross annual payroll of members is contributed by the state. In addition, KCTCS contributes 0.04 percent of each participants covered compensation. For the years ended June 30, 2023 and 2022, the University contributed \$21,365 and \$16,599 to the KTRS life insurance plan.

OPEB Liabilities, OPEB Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to OPEBs – At June 30, 2023 and 2022, the University reported a liability of \$506,000 and \$219,000 for its proportionate share of the collective net OPEB liability, respectively. The collective net OPEB liability was measured as of June 30, 2020. The University's proportion of the net OPEB liability was based on actual contributions to the OPEB plan during the measurement period. At June 30, 2023 and 2022, the University's proportion was 1.63% and 1.67%.

For the years ended June 30, 2023 and 2022, the University was allocated OPEB expense of \$(2,766) and \$109. At June 30, 2023 and 2022, the University reported deferred outflows of resources and deferred inflows of resources related to OPEBs from the following sources:

| | Deferred Outflows of Resources | Deferred Inflows of Resources |
|---|-----------------------------------|----------------------------------|
| 2023 | | |
| Difference between expected and actual experience | \$ 9,000 | \$ 62,000 |
| Changes of assumptions | - | 69,000 |
| Net difference between projected and actual earnings on OPEB plan investments | 140,000 | - |
| Changes in proportion and differences between University contributions and proportionate share of contributions | <u>21,000</u> | <u>24,000</u> |
| | 170,000 | 155,000 |
| University contributions subsequent to the measurement date | <u>21,365</u> | - |
| Total | <u>\$ 191,365</u> | <u>\$ 155,000</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

| | Deferred Outflows of Resources | Deferred Inflows of Resources |
|---|-----------------------------------|----------------------------------|
| <u>2022</u> | | |
| Difference between expected and actual experience | \$ 10,000 | \$ 6,000 |
| Changes of assumptions | - | 83,000 |
| Net difference between projected and actual earnings on OPEB plan investments | - | 199,000 |
| Changes in proportion and differences between University contributions and proportionate share of contributions | <u>25,000</u> | <u>17,000</u> |
| | 35,000 | 305,000 |
| University contributions subsequent to the measurement date | <u>16,599</u> | - |
| Total | <u>\$ 51,599</u> | <u>\$ 305,000</u> |

Of the total amount reported as deferred outflows of resources related to OPEB, \$21,365 resulting from University contributions subsequent to the measurement date and before the end of the fiscal year will be included as a reduction of the collective net OPEB liability in the year ended June 30, 2023. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in the University's OPEB expense as follows:

| | |
|---------------------|------------------|
| Year ended June 30: | |
| 2024 | \$ (1,000) |
| 2025 | (6,000) |
| 2026 | (11,000) |
| 2027 | 54,000 |
| 2028 | (15,000) |
| Thereafter | <u>(6,000)</u> |
| | <u>\$ 15,000</u> |

Actuarial Assumptions – The total OPEB liability (TOL) was determined using the following actuarial assumptions, applied to all periods included in the measurement:

| | |
|---------------------------------|--|
| Valuation date | June 30, 2020 and 2019 |
| Measurement date | June 30, 2021 and 2020 |
| Investment rate of return | 7.10% net of OPEB plan investment expense, including inflation for 2021, and 7.50% for 2020. |
| Salary increases | 3.50 – 7.20%, including inflation |
| Inflation rate | 2.50% |
| Real wage growth | 0.25% |
| Wage inflation | 2.75% |
| Municipal bond index rate | 2.13% and 2.19% for 2020 |
| Discount rate | 7.10% |
| Single equivalent interest rate | 7.10%, net of OPEB plan investment expense, including inflation. |

Mortality rates were based on the RP-2000 Combined Mortality Table projected to 2025 with projection scale BB and set forward two years for males and one year for females is used for the period after service retirement and for dependent beneficiaries. The RP-2000 Disabled Mortality Table set forward two years for males and seven years for females is used for the period after disability retirement.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

The remaining actuarial assumptions (e.g. initial per capita costs, health care cost trends) used in the June 30, 2021 and 2020 valuations were based on a review of recent plan experience done concurrently with the June 30, 2021 valuation. The health care cost trend assumption was updated for the June 30, 2021 and 2020 valuations and was shown as an assumption change in the TOL roll forward while the change in initial per capita claims costs were included with experience in the TOL roll forward.

The long-term expected rate of return on OPEB plan investments was determined using a log-normal distribution analysis in which best-estimate ranges of expected future real rates of return (expected returns, net of OPEB plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation.

The target allocation and best estimates of arithmetic real rates of return for each major asset class, as provided by TRS's investment consultant, are summarized in the following table:

| Asset Class* | June 30, 2023 | | June 30, 2022 | |
|-------------------------------|-------------------|--------------------------------------|-------------------|--------------------------------------|
| | Target Allocation | 30 Year Expected Real Rate of Return | Target Allocation | 30 Year Expected Real Rate of Return |
| U.S. Equity | 40.00% | 4.40% | 40.00% | 4.40% |
| International Equity | 23.00 | 5.60 | 23.00 | 5.60 |
| Fixed income | 18.00 | (0.10) | 18.00 | (0.10) |
| Real Estate | 6.00 | 4.00 | 6.00 | 4.00 |
| Private Equity | 5.00 | 6.90 | 5.00 | 6.90 |
| Other Additional Categories** | 6.00 | 2.10 | 6.00 | 2.10 |
| Cash (LIBOR) | <u>2.00</u> | (0.30) | <u>2.00</u> | (0.30) |
| Total | <u>100.00%</u> | | <u>100.00%</u> | |

*As the life insurance plan investment policy is subject to change, the above reflects the pension allocation and returns that achieve the target 7.1% long-term rate of return.

Discount rate - The discount rate used to measure the total OPEB liability for life insurance was 7.10%. The projection of cash flows used to determine the discount rate assumed that the employer contributions will be made at statutorily required rates. Based on those assumptions, the OPEB plan's fiduciary net position was projected to be available to make all projected future benefit payments of current plan members. Therefore, the long-term expected rate of return on OPEB plan investments was applied to all periods of projected benefit payments to determine the total OPEB liability.

Sensitivity of the University's proportionate share of the net OPEB liability to changes in the discount rate - The following tables present the University's proportionate share of the collective net OPEB liability of the System, calculated using the discount rate, as well as what the University's proportionate share of the collective net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate:

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

| June 30, 2023 | | | |
|--|---------------------------|-------------------------------------|---------------------------|
| | 1% Decrease (6.10%) | Current Discount Rate (7.10%) | 1% Increase (8.10%) |
| University's net OPEB (LI) liability (<i>in thousands</i>) | \$ 784 | \$ 506 | \$ 286 |

| June 30, 2022 | | | |
|--|---------------------------|-------------------------------------|---------------------------|
| | 1% Decrease (6.10%) | Current Discount Rate (7.10%) | 1% Increase (8.10%) |
| University's net OPEB (LI) liability (<i>in thousands</i>) | \$ 501 | \$ 219 | \$ (14) |

OPEB plan fiduciary net position – Detailed information about the OPEB plan's fiduciary net position is available in the separately issued KTRS financial report.

Kentucky Employees Retirement System

Plan Description - The University contributes to the Kentucky Employees' Retirement System (KERS), a cost-sharing, multiple-employer defined benefit pension plan administered by the Kentucky Retirement System (KRS), an agency of the Commonwealth. Under the provisions of Kentucky Revised Statute Section 61.645, the Board of Trustees ("KRS Board") of KRS administers the KERS, County Employees Retirement System and State Police Retirement System. Although the assets of the systems are invested as a whole, each system's assets are used only for the payment of benefits to members of that plan, and a pro rata share of administrative costs, in accordance with the provisions of Kentucky Revised Statute Sections 16.555, 61.570, and 78.630.

KRS issues a publicly available financial report that includes audited financial statements and audited required supplementary information for KERS. The report may be obtained by writing to Kentucky Retirement System, Perimeter Park West, 1260 Louisville Road, Frankfort, Kentucky 40601, or it may be found at the KRS website at www.kyret.ky.gov.

Basis of Accounting: For purposes of measuring the net pension and OPEB liabilities, deferred outflow of resources and deferred inflow of resources related to pensions and OPEB, pension and OPEB expense, information about the fiduciary net position of KERS and additions to/deductions from KERS's fiduciary net position have been determined on the same basis as they are reported by KERS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

Pension Benefits Provided: The information below summarizes the major retirement benefit provisions of KERS-Non-Hazardous and Hazardous plans. It is not intended to be, nor should it be interpreted as, a complete statement of all benefit provisions:

Non-Hazardous

| | Tier 1 Participation Prior to <u>9/1/2008</u> | Tier 2 Participation <u>9/1/2008 through 12/31/13</u> | Tier 3 Participation <u>1/1/2014</u> |
|---|---|--|--|
| Benefit Formula | Final Compensation X Benefit Factor X Years of Service | | Cash Balance Plan |
| Final Compensation | Average of the highest 5 fiscal years (must contain at least 48 months). Includes lump-sum compensation payments (before and at retirement). | 5 complete fiscal years immediately preceding retirement; each year must contain 12 months. Lump-sum compensation payments (before and at retirement) are not to be included in creditable compensation. | No Final Compensation |
| Benefit Factor | 1.97% or 2.0% for those retiring with service for all months between 1/1998 and 1/1999. | 10 years or less = 1.10%. Greater than 10 years, but no more than 20 years = 1.30%. Greater than 20 years, but no more than 26 years = 1.50%. Greater than 26 years, but no more than 30 years = 1.75%. Additional years above 30 = 2.00% (2.00% benefit factor only applies to service earned in excess of 30 years). | No benefit factor. A life annuity can be calculated in accordance with actuarial assumptions and methods adopted by the board based on member's accumulated account balance. |
| Cost of Living Adjustment (COLA) | No COLA unless authorized by the Legislature. If authorized, the COLA is limited to 1.5%. This impacts all retirees regardless of Tier. | | |
| Unreduced Retirement Benefit | Any age with 27 years of service. Age 65 with 48 months of service. Money purchase for age 65 with less than 48 months based on contributions and interest. | Rule of 87: Member must be at least age 57 and age plus earned service must equal 87 years at retirement to retire under this provision. Age 65 with 5 years of earned service. No month purchased calculations. | |
| Reduced Retirement Benefit | Any age with 25 years of service. Age 55 with 5 years of service. | Age 60 with 10 years of service. Excludes purchased service (exception: refunds, omitted, free military). | No reduced retirement benefit. |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

Hazardous

| | Tier 1 Participation Prior to <u>9/1/2008</u> | Tier 2 Participation <u>9/1/2008 through 12/31/13</u> | Tier 3 Participation <u>1/1/2014</u> |
|---|---|--|--|
| Benefit Formula | Final Compensation X Benefit Factor X Years of Service | | Cash Balance Plan |
| Final Compensation | Highest 3 fiscal years (must contain at least 24 months). Includes lump-sum compensation payments (before and at retirement). | 3 highest salaries; each year must contain 12 months. Lump-sum compensation payments (before and at retirement) are not to be included in creditable compensation. | No Final Compensation |
| Benefit Factor | 2.49% | 10 years or less = 1.30%. Greater than 10 years, but no more than 20 years = 1.50%. Greater than 20 years, but no more than 26 years = 2.25%. Greater than 25 years = 2.50%. | No benefit factor. A life annuity can be calculated in accordance with actuarial assumptions and methods adopted by the board based on member's accumulated account balance. |
| Cost of Living Adjustment (COLA) | No COLA unless authorized by the Legislature. If authorized, the COLA is limited to 1.5%. This impacts all retirees regardless of Tier. | | |
| Unreduced Retirement Benefit | Any age with 20 years of service. Age 55 with 60 months of service. | Any age with 25 years of service. Age 60 with 60 months of service. | Any age with 25 years of service. Age 60 with 60 months of service. |
| Reduced Retirement Benefit | Age 50 with 15 years of service. | Age 50 with 15 years of service. | No reduced retirement benefit. |

OPEB Benefits Provided: The information below summarizes the major retirement benefit provisions of KERS-Non-Hazardous and Hazardous plans. It is not intended to be, nor should it be interpreted as, a complete statement of all benefit provisions:

Insurance Tier 1: Participation began before 7/1/2003

Benefit Eligibility: Recipient of a retirement allowance

Benefit: The percentage of member premiums paid by the retirement system are dependent on the number of years of service. Benefits also include duty disability retirements, duty death in service, non-duty death in service and surviving spouse of a retiree.

(Continued)

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

Insurance Tier 2: Participation began on or after 7/1/2003, but before 9/1/2008

Benefit Eligibility: Recipient of a retirement allowance with at least 120 months of service at retirement

Benefit: The system provides a monthly contribution subsidy of \$10 (Non-hazardous) and \$15 (Hazardous) for each year of earned service. The monthly contribution is increased by 1.5% each July 1. Benefits also include duty disability retirements, duty death in service and non-duty death in service.

Insurance Tier 3: Participation began on or after 9/1/2008

Benefit Eligibility: Recipient of a retirement allowance with at least 180 months of service at retirement

Benefit: Tier 3 insurance benefits are identical to Tier 2, except Tier 3 members are required to have at least 180 months of service in order to be eligible.

Contributions: The University is required to contribute at an actuarially determined rate determined by Statute. Per Kentucky Revised Statute Section 78.545(33) normal contribution and past service contribution rates shall be determined by the KRS Board on the basis of an annual valuation last preceding July 1 of a new biennium. The KRS Board may amend contribution rates as of the first day of July of the second year of a biennium, if it is determined on the basis of a subsequent actuarial valuation that amended contribution rates are necessary to satisfy requirements determined in accordance with actuarial bases adopted by the KRS Board.

For the fiscal years ended June 30, 2023 and 2022, participating employers in the Nonhazardous plan contributed 9.97% (7.82% allocated to pension and 2.15% allocated to OPEB) as set by KRS, respectively, of each Nonhazardous employee's creditable compensation. For the fiscal years ended June 30, 2023 and 2022, participating employers in the Hazardous plan contributed 31.82% (31.82% allocated to pension and 0.00% allocated to OPEB) and 33.43% (allocated completely to pension) for 2022 as set by KRS, respectively, of each Hazardous employee's creditable compensation. These percentages are inclusive of both pension and insurance payments for employers. Administrative costs of KRS are financed through employer contributions and investments earnings. The University met 100% of the contribution funding requirement for the fiscal years ended June 30, 2023 and 2022. Total current year contributions recognized by the Plan were \$12,060,548 (\$9,459,728 related to pension and \$2,600,820 related to OPEB) and \$1,788,164 (\$1,484,176 related to pension and \$303,988 related to OPEB) for the years ended June 30, 2023 and 2022. The OPEB contribution amounts do not include the implicit subsidy reported in the amount of \$0.00 and \$434,534 for years ended June 30, 2023 and 2022.

Members whose participation began before 9/1/2008:

Nonhazardous contributions equal 5% and Hazardous contributions equal 8% of all creditable compensation. Interest paid on the members' accounts is currently 2.5%; and per statute shall not be less than 2.0%. Member entitled to a full refund of contributions with interest.

Members whose participation began on or after 9/1/2008:

Nonhazardous contributions equal to 6% and Hazardous contributions equal 9% of all creditable compensation, with 5% (Non-hazardous) and 8% (Hazardous) being credited to the member's account and 1% deposited to the KRS 401(h) Account. Interest paid on the members' accounts will be set at 2.5%. Member is entitled to a full refund of contributions and interest in their individual account, however, the 1% contributed to the insurance fund is non-refundable.

(Continued)

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

Members whose participation on or after 1/1/2014

Nonhazardous contributions equal to 6% and Hazardous contributions equal 9% of all creditable compensation, with 5% (Non-hazardous) and 8% (Hazardous) being credited to the member's account and 1% deposited to the KRS 401(h) Account. Interest paid on the members' accounts will be set at 2.5%. Member is entitled to a full refund of contributions and interest in their individual account, however, the 1% contributed to the insurance fund is non-refundable.

Pension Information

Total Pension Liability: The total pension liability (TPL) for KERS measured as of June 30, 2020 and 2019 was determined using the actuarial valuation as of June 30, 2020 and 2019. This valuation used the following actuarial methods and assumptions applied to all prior periods included in the measurement:

| | |
|-------------------------------|---|
| Valuation date | June 30, 2020 and 2020 (Hazardous) |
| Experience study | July 1, 2013 – June 30, 2018 |
| Actuarial cost method | Entry age normal |
| Amortization period | Level percent of pay |
| Remaining amortization period | 30 year closed period beginning June 20, 2019 |
| Asset valuation method | 20% of the difference between the market value of assets and the expected actuarial value of assets is recognized |
| Inflation | 2.3% |
| Salary increase | 3.3% to 15.30%, varies by service |
| Investment rate of return | 5.25 percent for KERS Non-Hazardous, 6.25 percent for KERS Hazardous |

The mortality table used for active members is PUB-2010 General Mortality table projected with the ultimate rates from the MP-2014 mortality improvement scale using a base year of 2010. The mortality table used for healthy retired members is a system-specific mortality table based on mortality experience from 2013-2018, projected with the ultimate rates from MP-2014 mortality improvement scale using a base year of 2020. For disabled members, the mortality table used is PUB-2010 Disabled Mortality table, with a 4-year set-forward for both male and female rates, projected with the ultimate rates from the MP-2014 mortality improvement scale using a base year of 2010.

Discount rate assumptions:

- (a) **Discount Rate:** The discount rate used to measure the total pension liability was 5.25% (Non-hazardous) and 6.25% (Hazardous), which remained the same from prior year.
- (b) **Projected Cash Flows:** The projection of cash flows used to determine the discount rate assumed the local employers and plan members would contribute the statutorily determined contribution rate of projected compensation over the remaining 26-year amortization period of the unfunded actuarial accrued liability. The actuarial determined contribution rate is adjusted to reflect the phase in of anticipated gains on actuarial value of assets over the first four years of the projection period.
- (c) **Long-Term Rate of Return:** The long-term expected rate of return was determined by using a building-block method in which best-estimate ranges of expected future real rate of returns are developed for each asset class. The ranges are combined by weighting the expected future real rate of return by the target asset allocation percentage. The target allocation and best estimates of arithmetic real rate of return for each major asset class are summarized in the tables below.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

- (d) **Municipal Bond Rate:** The discount rate determination does not use a municipal bond rate.
- (e) **Periods of Projected Benefit Payments:** The long-term assumed rate of return was applied to all periods of projected benefit payments to determine the total pension liability.
- (f) **Assumed Asset Allocation:** The target asset allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

Non-hazardous

| <u>Asset Class</u> | <u>June 30, 2023</u> | |
|-----------------------------|--------------------------|---|
| | <u>Target Allocation</u> | <u>Long-Term Expected Real Rate of Return</u> |
| US Equity | 16.25% | 4.45% |
| Non-US Equity | 16.25 | 4.45 |
| Private Equity | 7.00 | 10.15 |
| Specialty Credit/High Yield | 15.00 | 2.28 |
| Core Bonds | 20.50 | 0.28 |
| Cash | 5.00 | (0.91) |
| Real Estate | 10.00 | 3.67 |
| Real Return | <u>10.00</u> | 4.07 |
| Total | <u>100.00%</u> | |

Hazardous

| <u>Asset Class</u> | <u>June 30, 2023</u> | |
|-----------------------------|--------------------------|---|
| | <u>Target Allocation</u> | <u>Long-Term Expected Real Rate of Return</u> |
| US Equity | 21.75% | 4.45% |
| Non-US Equity | 21.75 | 4.45 |
| Private Equity | 10.00 | 10.15 |
| Specialty Credit/High Yield | 15.00 | 2.28 |
| Core Bonds | 10.00 | 0.28 |
| Cash | 1.50 | (0.91) |
| Real Estate | 10.00 | 3.67 |
| Real Return | <u>10.00</u> | 4.07 |
| Total | <u>100.00%</u> | |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

Non-hazardous

| <u>Asset Class</u> | <u>June 30, 2022</u> | |
|-----------------------------|--------------------------|---|
| | <u>Target Allocation</u> | <u>Long-Term Expected Real Rate of Return</u> |
| US Equity | 16.25% | 5.70% |
| Non-US Equity | 16.25 | 6.35 |
| Private Equity | 7.00 | 9.70 |
| Specialty Credit/High Yield | 15.00 | 2.80 |
| Core Bonds | 20.50 | 0.00 |
| Cash | 5.00 | (0.60) |
| Real Estate | 10.00 | 5.40 |
| Real Return | <u>10.00</u> | 4.55 |
| Total | <u>100.00%</u> | |

Hazardous

| <u>Asset Class</u> | <u>June 30, 2022</u> | |
|-----------------------------|--------------------------|---|
| | <u>Target Allocation</u> | <u>Long-Term Expected Real Rate of Return</u> |
| US Equity | 21.75% | 5.70% |
| Non-US Equity | 21.75 | 6.35 |
| Private Equity | 10.00 | 9.70 |
| Specialty Credit/High Yield | 15.00 | 2.80 |
| Core Bonds | 10.00 | 0.00 |
| Cash | 1.50 | (0.60) |
| Real Estate | 10.00 | 5.40 |
| Real Return | <u>10.00</u> | 4.55 |
| Total | <u>100.00%</u> | |

The long-term expected rate of return on pension plan assets was established by the KRS Board of Trustees at 5.25% (Non-hazardous) and 6.25% (Hazardous) based on a blending of the factors described above.

- (g) **Sensitivity Analysis:** This paragraph requires disclosure of the sensitivity of the net pension liability to changes in the discount rate. The following presents the University's allocated portion of the Non-hazardous net pension liability ("NPL") of the System, calculated using the discount rate, as well as what the University's allocated portion of the net pension liability would be if it were calculated using a discount rate that is 1 percentage-point lower or 1 percentage-point higher than the current rate:

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

| | June 30, 2023 | | |
|--|---------------------------------|--|---------------------------------|
| | 1% Decrease (<u>4.25%</u>) | Current Discount Rate (<u>5.25%</u>) | 1% Increase (<u>6.25%</u>) |
| The University's net pension liability - Non-hazardous (in thousands) | \$ 179,076 | \$ 155,696 | \$ 136,445 |

| | June 30, 2022 | | |
|--|---------------------------------|--|---------------------------------|
| | 1% Decrease (<u>4.25%</u>) | Current Discount Rate (<u>5.25%</u>) | 1% Increase (<u>6.25%</u>) |
| The University's net pension liability - Non-hazardous (in thousands) | \$ 179,755 | \$ 156,043 | \$ 136,547 |

The following presents the University's allocated portion of the Hazardous net pension liability ("NPL") of the System, calculated using the discount rate, as well as what the University's allocated portion of the net pension liability would be if it were calculated using a discount rate that is 1 percentage-point lower or 1 percentage-point higher than the current rate:

| | June 30, 2023 | | |
|--|---------------------------------|--|---------------------------------|
| | 1% Decrease (<u>5.25%</u>) | Current Discount Rate (<u>6.25%</u>) | 1% Increase (<u>7.25%</u>) |
| The University's net pension liability – Hazardous (in thousands) | \$ 4,803 | \$ 3,635 | \$ 2,689 |

| | June 30, 2022 | | |
|--|---------------------------------|--|---------------------------------|
| | 1% Decrease (<u>5.25%</u>) | Current Discount Rate (<u>6.25%</u>) | 1% Increase (<u>7.25%</u>) |
| The University's net pension liability – Hazardous (in thousands) | \$ 4,326 | \$ 3,159 | \$ 2,213 |

Employer's Portion of the Collective Net Pension Liability: The University's proportionate share of the Non-hazardous net pension liability, as indicated in the prior table, is \$155,696,376, or approximately 1.17% as of June 30, 2023 and \$156,043,648, or approximately 0.64% as of June 30, 2022. The University's proportionate share of the Hazardous net pension liability, as indicated in the prior table, is \$3,635,195, or approximately 0.72% as of June 30, 2022 and \$3,159,231, or 0.70% as of June 30, 2021. The net pension liabilities were distributed based on 2022 and 2020 actual employer contributions to the plan.

Measurement Date: June 30, 2021 is the actuarial valuation date and measurement date upon which the total pension liability is based.

(Continued)

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

Changes in Assumptions and Benefit Terms: The KERS Board of Trustees adopted new actuarial assumptions based on an actuarial experience study for the period ending June 30, 2018. Key assumption changes include an increase to the salary increase assumptions for individual members and replacing the base retiree mortality tables with a KERS-specific mortality table developed using the actual mortality experience of non-disabled retirees in KERS. Mortality tables for disabled retirees and active members were updated with Public Retirement Mortality tables. In addition, termination rates and rates of disability incidence were increased. Retirement rates were decreased slightly for members with a participation date prior to July 1, 2003. For members with a participation date on or after July 1, 2003, retirement rates were set equal to 80% of the retirement rates applicable for the pre July 1, 2003 participants for ages below 65.

House Bill 1, which passed during the 2019 special legislative session, allows certain employers in the KERS nonhazardous plan to elect to cease participating in the system as of June 30, 2020. Since employer's elections were unknown at the time of the actuarial valuation and the legislation was enacted after the June 30, 2019 measurement date, no adjustments were made to the Total Pension Liability to reflect this legislation. House Bill 265, which passed during the 2018 legislative session, allowed certain employers within the KERS non-hazardous system to contribute less than the actuarially determined contribution in the 2018/2019 fiscal year. Since this is not expected to be an ongoing contribution education, determining the KERS non-hazardous employers' proportionate share based on the employers' actual contributions would not be reflective of the employers' long-term contribution effort. Instead, the proportionate share calculations for employers of the KERS non-hazardous system were based on the employers' covered payroll provided for fiscal year ending June 30, 2019, which would result in the same proportionate share allocation if all participating employers contributed the same contribution rate.

Changes Since Measurement Date: There were no changes between the measurement date of the collective net pension liability and the employer's reporting date.

Pension Expense: The University was allocated pension expense of \$18,231,640 and \$(11,726,804) related to the KERS Non-Hazardous and \$(96,136) and \$4,462 related to the KERS Hazardous for the years ended June 30, 2023 and 2022, respectively.

Deferred Outflows and Deferred Inflows: Since certain expense items are amortized over closed periods each year, the deferred portions of these items must be tracked annually. If the amounts serve to reduce pension expense they are labeled as deferred inflows. If they will increase pension expense, they are labeled deferred outflows. The amortization of these amounts is accomplished on a level dollar basis, with no interest included in the deferred amounts. Experience gains/losses and the impact of changes in actuarial assumptions, if any, are amortized over the average remaining service life of the active and inactive System members at the beginning of the fiscal year. Investment gains and losses are amortized over a fixed five-year period. Deferred inflows and outflows as of the Measurement Date include:

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EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

Non-hazardous

| | Deferred Outflows of Resources | Deferred Inflows of Resources |
|--|--------------------------------------|-------------------------------------|
| <u>2023</u> | | |
| Difference between expected and actual experience | \$ - | \$ 182,394 |
| Change of assumptions | - | - |
| Changes in proportion and differences between employer contributions and proportionate shares of contributions | 3,673,825 | 242,526 |
| Differences between expected and actual investment earning on plan investments | <u>603,405</u> | <u>-</u> |
| | 4,277,230 | 424,920 |
| Contributions subsequent to the measurement date | <u>11,867,647</u> | <u>-</u> |
| Total | <u>\$ 16,144,877</u> | <u>\$ 424,920</u> |
| <u>2022</u> | | |
| Difference between expected and actual experience | \$ 155,720 | \$ 809,806 |
| Change of assumptions | - | - |
| Changes in proportion and differences between employer contributions and proportionate shares of contributions | 33,358,429 | 7,174,355 |
| Differences between expected and actual investment earning on plan investments | <u>-</u> | <u>3,313,674</u> |
| | 33,514,149 | 11,297,835 |
| Contributions subsequent to the measurement date | <u>12,082,553</u> | <u>-</u> |
| Total | <u>\$ 45,596,702</u> | <u>\$ 11,297,835</u> |

Deferred outflows of resources resulting from employer contributions subsequent to the measurement date of \$11,867,647 will be recognized as a reduction of net pension liability in the year ending June 30, 2023. The remainder of the deferred outflows and deferred inflows of resources are amortized over three to five years with remaining amortization as follows:

| | |
|----------------------|---------------------|
| Year ending June 30: | |
| 2024 | \$ 3,250,182 |
| 2025 | (8,601) |
| 2026 | (152,250) |
| 2027 | <u>762,979</u> |
| | <u>\$ 3,852,310</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

Hazardous

| | Deferred Outflows of Resources | Deferred Inflows of Resources |
|--|--------------------------------------|-------------------------------------|
| <u>2023</u> | | |
| Difference between expected and actual experience | \$ 31,556 | \$ 65,297 |
| Change of assumptions | - | - |
| Changes in proportion and differences between employer contributions and proportionate shares of contributions | 32,370 | - |
| Differences between expected and actual investment earning on plan investments | <u>153,702</u> | <u>-</u> |
| | 217,628 | 65,297 |
| Contributions subsequent to the measurement date | <u>421,697</u> | <u>-</u> |
| Total | <u>\$ 639,325</u> | <u>\$ 65,297</u> |
| <u>2022</u> | | |
| Difference between expected and actual experience | \$ 138,933 | \$ 801 |
| Change of assumptions | - | - |
| Changes in proportion and differences between employer contributions and proportionate shares of contributions | 34,520 | 12,212 |
| Differences between expected and actual investment earning on plan investments | <u>-</u> | <u>592,995</u> |
| | 173,453 | 606,008 |
| Contributions subsequent to the measurement date | <u>434,483</u> | <u>-</u> |
| Total | <u>\$ 607,936</u> | <u>\$ 606,008</u> |

Deferred outflows of resources resulting from employer contributions subsequent to the measurement date of \$421,697 will be recognized as a reduction of net pension liability in the year ending June 30, 2023. The remainder of the deferred outflows and deferred inflows of resources are amortized over three to five years with remaining amortization as follows:

| | |
|----------------------|-------------------|
| Year ending June 30: | |
| 2024 | \$ 23,480 |
| 2025 | 13,189 |
| 2026 | (35,230) |
| 2027 | <u>150,892</u> |
| | <u>\$ 152,331</u> |

Pension Plan Fiduciary Net Position: Detailed information about the pension plans' fiduciary net position is available in the separately issued pension plan financial reports.

(Continued)

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

OPEB Information

Total OPEB Liability: The total OPEB liability was determined using the following actuarial assumptions, applied to all periods included in the measurement:

| | |
|---------------------------|--|
| Valuation date | June 30, 2020 |
| Inflation | 2.30% |
| Payroll growth rate | 0.00% |
| Salary increases | 3.30% to 15.30%, varies by service for Non-hazardous, and 3.55% to 20.05%, various by service for Hazardous |
| Investment rate of return | 6.25% |
| Healthcare trend rates | |
| Pre-65 | 6.25% beginning January 1, 2021, decreasing to an ultimate trend rate of 4.05% over 13 years. |
| Post-65 | 5.50%, beginning January 1, 2021, decreasing to an ultimate trend rate of 4.05% over 14 years. |

The mortality table used is a System-specific mortality table based on mortality experience from 2013-2018, projected with the ultimate rates from the MP-2014 mortality improvement scale using a base year of 2019.

Discount rate assumptions:

- (a) **Discount Rate:** The discount rate used to measure the total Non-hazardous OPEB liability was 5.26% as of June 30, 2021, a decrease from the 5.43% discount rate used in the prior year. The discount rate used to measure the total Hazardous OPEB liability was 5.01% as of June 30, 2021, a decrease from the 5.28% discount rate used in the prior year.
- (b) **Projected Cash Flows:** The projection of cash flows used to determine the discount rate assumed the local employers and plan members would contribute the actuarially determined contribution rate of projected compensation over the remaining 26-year amortization period of the unfunded actuarial accrued liability.
- (c) **Long-Term Rate of Return:** The long-term expected rate of return was determined by using a building-block method in which best-estimate ranges of expected future real rate of returns are developed for each asset class. The ranges are combined by weighting the expected future real rate of return by the target asset allocation percentage.
- (d) **Period of Projected Benefit Payments:** Current assets, future contributions, and investment earnings are projected to be sufficient to pay the projected benefit payments from the retirement system. However, the cost associated with the implicit employer subsidy is not currently being included in the calculation of the system's actuarial determined contributions, and it is the actuary's understanding that any cost associated with the implicit subsidy will not be paid out of the system's trust. Therefore, the municipal bond rate was applied to future expected benefit payments associated with the implicit subsidy.

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EASTERN KENTUCKY UNIVERSITY
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NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

- (e) **Assumed Asset Allocations:** The target asset allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

| <u>Asset Class</u> | <u>June 30, 2023</u> | |
|-----------------------------|--------------------------|---|
| | <u>Target Allocation</u> | <u>Long-Term Expected Real Rate of Return</u> |
| US Equity | 21.75% | 5.70% |
| Non-US Equity | 21.75 | 6.35 |
| Private Equity | 10.00 | 9.70 |
| Specialty Credit/High Yield | 15.00 | 2.80 |
| Core Bonds | 10.00 | 0.00 |
| Cash | 1.50 | (0.60) |
| Real Estate | 10.00 | 5.40 |
| Real Return | <u>10.00</u> | 4.55 |
| Total | <u>100.00%</u> | |

| <u>Asset Class</u> | <u>June 30, 2022</u> | |
|-----------------------------|--------------------------|---|
| | <u>Target Allocation</u> | <u>Long-Term Expected Real Rate of Return</u> |
| US Equity | 21.75% | 5.70% |
| Non-US Equity | 21.75 | 6.35 |
| Private Equity | 10.00 | 9.70 |
| Specialty Credit/High Yield | 15.00 | 2.80 |
| Core Bonds | 10.00 | 0.00 |
| Cash | 1.50 | (0.60) |
| Real Estate | 10.00 | 5.40 |
| Real Return | <u>10.00</u> | 4.55 |
| Total | <u>100.00%</u> | |

The long-term expected rate of return on pension plan assets was established by the KRS Board of Trustees at 6.25% based on a blending of the factors described above.

Sensitivity Analysis: This paragraph requires disclosure of the sensitivity of the net OPEB liability to changes in the discount rate and changes in the healthcare cost trend rate.

Non-hazardous

The following presents the University's allocated portion of the Non-hazardous net OPEB liability of the System, calculated using the discount rate, as well as what the University's allocated portion of the System's net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate for Non-hazardous:

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
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NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

| | June 30, 2023 | | |
|--|------------------------|-------------------------------------|------------------------|
| | 1% Decrease (4.72%) | Current Discount Rate (5.72%) | 1% Increase (6.72%) |
| The University's Net OPEB liability – Non-hazardous (<i>in thousands</i>) | \$ 13,212 | \$ 11,036 | \$ 9,033 |
| | June 30, 2022 | | |
| | 1% Decrease (4.26%) | Current Discount Rate (5.26%) | 1% Increase (6.26%) |
| The University's Net OPEB liability – Non-hazardous (<i>in thousands</i>) | \$ 28,850 | \$ 23,624 | \$ 19,339 |

The following presents the University's allocated portion of the Non-hazardous net OPEB liability of the System, calculated using the healthcare cost trend rate of percent, as well as what the University's allocated portion of the System's net OPEB liability would be if it were calculated using a healthcare cost trend rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate for Non-hazardous:

| | June 30, 2023 | | |
|--|---------------|---------------------------------------|-------------|
| | 1% Decrease | Current Healthcare Cost Trend Rate | 1% Increase |
| The University's Net OPEB liability – Non-hazardous (<i>in thousands</i>) | \$ 9,073 | \$ 11,036 | \$ 13,143 |
| | June 30, 2022 | | |
| | 1% Decrease | Current Healthcare Cost Trend Rate | 1% Increase |
| The University's Net OPEB liability – Non-hazardous (<i>in thousands</i>) | \$ 19,516 | \$ 23,624 | \$ 28,572 |

Hazardous

The following presents The University's allocated portion of the Hazardous net OPEB liability of the System, calculated using the discount rate, as well as what the University's allocated portion of the System's net OPEB liability would be if it were calculated using a discount rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate for Hazardous:

| | June 30, 2023 | | |
|--|------------------------|-------------------------------------|------------------------|
| | 1% Decrease (4.59%) | Current Discount Rate (5.59%) | 1% Increase (6.59%) |
| The University's Net OPEB liability – Hazardous (<i>in thousands</i>) | \$ 655 | \$ 54 | \$ (433) |
| | June 30, 2022 | | |
| | 1% Decrease (4.01%) | Current Discount Rate (5.01%) | 1% Increase (6.01%) |
| The University's Net OPEB liability – Hazardous (<i>in thousands</i>) | \$ 584 | \$ (82) | \$ (616) |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

The following presents the University's allocated portion of the Hazardous net OPEB liability of the System, calculated using the healthcare cost trend rate of percent, as well as what the University's allocated portion of the System's net OPEB liability would be if it were calculated using a healthcare cost trend rate that is 1-percentage-point lower or 1-percentage-point higher than the current rate for Hazardous:

| | June 30, 2023 | | |
|--|---------------|---------------------------------------|-------------|
| | 1% Decrease | Current Healthcare Cost Trend Rate | 1% Increase |
| The University's Net OPEB liability – Hazardous (<i>in thousands</i>) | \$ (386) | \$ 55 | \$ 590 |

| | June 30, 2022 | | |
|--|---------------|---------------------------------------|-------------|
| | 1% Decrease | Current Healthcare Cost Trend Rate | 1% Increase |
| The University's Net OPEB liability – Hazardous (<i>in thousands</i>) | \$ (561) | \$ (82) | \$ 503 |

Employer's Portion of the Collective OPEB Liability: The University's proportionate share of the Non-hazardous net OPEB liability, as indicated in the prior table, is \$11,035,887 or approximately 0.50% as of June 30, 2023 and \$23,623,902, or approximately 1.04% as of June 30, 2022. The University's proportionate share of the Hazardous net OPEB liability, as indicated in the prior table, is \$54,626 or approximately 0.72% as of June 30, 2023 and \$81,701 or approximately 0.71% as of June 30, 2022. The net OPEB liabilities were distributed based on 2020 and 2019 actual employer contributions to the plan.

Measurement Date: June 30, 2020 is the actuarial valuation date and measurement date upon which the total pension liability is based.

Changes in Assumptions and Benefit Terms: For the fiscal year ended June 30, 2021, the assumed increase in future health care costs was reviewed during the June 30, 2019 valuation process and was updated to better reflect more current expectations relating to anticipated future increases in the medical costs. The June 30, 2020 actuarial information reflects the anticipated savings from the repeal of the "Cadillac Tax" and "Health Insurer Fee", which occurred in December of 2019. The assumed load on pre-Medicare premiums to reflect the cost of the Cadillac Tax was removed and the Medicare premiums were reduced by 11 percent to reflect the repeal of the Health Insurer Fee. For the fiscal year ended June 30, 2020, the KERS Board of Trustees adopted new actuarial assumptions. These assumptions were based on an actuarial experience study for the period ending June 30, 2018. Key changes include replacing the base retiree mortality tables with a KERS-specific mortality table developed using the actual mortality experience of non-disabled retirees in KERS. Mortality tables for disabled retirees and active members were updated with Public Retirement Mortality tables. In addition, termination rates and rates of disability incidence were increased. Retirement rates were decreased slightly for members with a participation date prior to July 1, 2003. For members with a participation date on or after July 1, 2003, retirement rates were set equal to 80% of the retirement rates applicable for the pre July 1, 2003 participants for ages below 65.

House Bill 1, which passed during the 2019 special legislative session, allows certain employers in the KERS nonhazardous plan to elect to cease participating in the system as of June 30, 2020. Senate Bill 249 passed during the 2020 Legislative Session and delayed the effective date of cessation under these provisions to June 30, 2021. Since employer's elections were unknown at the time of the actuarial valuations, no adjustments were made to the Total OPEB Liability to reflect this legislation.

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EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

Senate Bill 249 also changed the funding period for the amortization of the unfunded liability to 30 years as of June 30, 2019. Gains and losses incurred in future years will be amortized over separate 20-year amortization bases. This change did not impact the calculation of Total OPEB Liability and only impacts the calculation of the contribution rates payable starting July 1, 2020. House Bill 265, which passed during the 2018 legislative session, allowed certain employers within the non-hazardous plan to contribute less than the actuarially determined contribution in the 2018/2019 fiscal year. Since this is not expected to be an ongoing contribution reduction, determining the nonhazardous employers' proportionate share based on the employers' actual contributions would not be reflective of the employers' long-term contribution effort. Instead, the proportionate share calculations for employers of the nonhazardous plan were based on the employers' covered payroll provided for fiscal year ending June 30, 2019, which would result in the same proportionate share allocation if all participating employers contributed the same rate. There were no other material plan provision changes.

Changes Since Measurement Date: There were no changes between the measurement date of the collective net OPEB liability and the employer's reporting date.

OPEB Expense: The University was allocated OPEB expense of \$(7,991,374) related to the KERS Non-Hazardous and \$149,755 related to the KERS Hazardous for the year ended June 30, 2023, and \$(3,576,830) related to the KERS Non-Hazardous and \$106,536 related to the KERS Hazardous for the year ended June 30, 2022.

Deferred Outflows and Deferred Inflows: The University reported deferred inflows and outflows of resources as follows at June 30:

Non-hazardous

| | Deferred Outflows of Resources | Deferred Inflows of Resources |
|--|--------------------------------------|-------------------------------------|
| 2023 | | |
| Difference between expected and actual experience | \$ 268,887 | \$ 883,931 |
| Change of assumptions | 620,325 | 732,162 |
| Changes in proportion and differences between employer contributions and proportionate shares of contributions | 3,644,190 | 12,271,556 |
| Differences between expected and actual investment earning on plan investments | <u>225,613</u> | <u>-</u> |
| | 4,758,565 | 13,887,649 |
| Contributions subsequent to the measurement date | <u>1,462,726</u> | <u>-</u> |
| Total | <u>\$ 6,221,291</u> | <u>\$ 13,887,649</u> |
| 2022 | | |
| Difference between expected and actual experience | \$ 1,368,209 | \$ 3,272,188 |
| Change of assumptions | 2,323,639 | 22,157 |
| Changes in proportion and differences between employer contributions and proportionate shares of contributions | 5,643,237 | 9,580,979 |
| Differences between expected and actual investment earning on plan investments | <u>-</u> | <u>1,326,699</u> |
| | 9,335,085 | 14,202,023 |
| Contributions subsequent to the measurement date | <u>1,797,222</u> | <u>-</u> |
| Total | <u>\$ 11,132,307</u> | <u>\$ 14,202,023</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

Deferred outflows of resources resulting from employer contributions subsequent to the measurement date of \$1,462,726, which includes the implicit subsidy reported of \$220,296, will be recognized as a reduction of net OPEB liability in the year ending June 30, 2023. The remainder of the deferred outflows and deferred inflows of resources are amortized over three to five years with remaining amortization as follows:

| | |
|----------------------|-----------------------|
| Year ending June 30: | |
| 2024 | \$ (4,940,246) |
| 2025 | (2,649,395) |
| 2026 | (1,717,820) |
| 2027 | <u>178,377</u> |
| | <u>\$ (9,129,084)</u> |

Hazardous

| | Deferred Outflows of Resources | Deferred Inflows of Resources |
|--|--------------------------------------|-------------------------------------|
| <u>2023</u> | | |
| Difference between expected and actual experience | \$ 68,070 | \$ 224,929 |
| Change of assumptions | 580,367 | 527,448 |
| Changes in proportion and differences between employer contributions and proportionate shares of contributions | - | 32,583 |
| Differences between expected and actual investment earning on plan investments | <u>68,317</u> | <u>-</u> |
| | 716,754 | 784,960 |
| Contributions subsequent to the measurement date | <u>25,132</u> | <u>-</u> |
| Total | <u>\$ 741,886</u> | <u>\$ 784,960</u> |
| <u>2022</u> | | |
| Difference between expected and actual experience | \$ 110,291 | \$ 233,534 |
| Change of assumptions | 528,246 | 1,520 |
| Changes in proportion and differences between employer contributions and proportionate shares of contributions | - | 36,507 |
| Differences between expected and actual investment earning on plan investments | <u>-</u> | <u>415,775</u> |
| | 638,537 | 687,336 |
| Contributions subsequent to the measurement date | <u>19,153</u> | <u>-</u> |
| Total | <u>\$ 657,690</u> | <u>\$ 687,336</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 11 – PENSION AND OTHER POSTEMPLOYMENT BENEFIT (OPEB) PLANS (Continued)

Deferred outflows of resources resulting from employer contributions subsequent to the measurement date of \$0 which include the implicit subsidy of \$25,132, will be recognized as a reduction of net OPEB liability in the year ending June 30, 2023. The remainder of the deferred outflows and deferred inflows of resources will be amortized and recognized in the University's OPEB expense as follows:

| | |
|----------------------|--------------------|
| Year ending June 30: | |
| 2024 | \$ 14,807 |
| 2025 | (21,383) |
| 2026 | (96,410) |
| 2027 | 34,780 |
| 2028 | |
| | <u>\$ (68,206)</u> |

OPEB Plan Fiduciary Net Position: Detailed information about the OPEB plans' fiduciary net position is available in the separately issued OPEB plan financial reports.

Summary Pension Plan Information:

Summary Pension Plan Information as of June 30, 2023 and 2022:

| | <u>KERS</u> | <u>KTRS</u> | <u>Total</u> |
|--------------------------------|----------------|---------------|----------------|
| <u>2023</u> | | | |
| Net pension liability | \$ 159,331,571 | \$ 99,234,802 | \$ 258,566,373 |
| Deferred outflows of resources | 16,784,202 | 23,923,616 | 40,707,818 |
| Deferred inflows of resources | 490,217 | 9,032,945 | 9,523,162 |
| Pension expense adjustments | 18,135,504 | (9,818,549) | 8,316,955 |
| <u>2022</u> | | | |
| Net pension liability | \$ 159,202,879 | \$ 86,071,894 | \$ 245,274,773 |
| Deferred outflows of resources | 46,204,639 | 28,442,059 | 74,646,698 |
| Deferred inflows of resources | 11,903,843 | 36,532,845 | 48,436,688 |
| Pension expense adjustments | (11,722,342) | (31,399,837) | (43,122,179) |

Summary OPEB Plan Information:

Summary OPEB Plan Information as of June 30, 2023 and 2022:

| | <u>KERS</u> | <u>KTRS</u> | <u>Total</u> |
|--------------------------------|---------------|---------------|---------------|
| <u>2023</u> | | | |
| Net OPEB liability | \$ 11,090,513 | \$ 26,992,000 | \$ 38,082,513 |
| Deferred outflows of resources | 6,963,177 | 17,494,971 | 24,458,148 |
| Deferred inflows of resources | 14,672,609 | 12,154,000 | 26,826,609 |
| OPEB expense adjustments | (7,841,619) | (963,771) | (8,805,390) |
| <u>2022</u> | | | |
| Net OPEB liability | \$ 23,542,201 | \$ 16,166,000 | \$ 39,708,201 |
| Deferred outflows of resources | 11,789,997 | 6,354,199 | 18,144,196 |
| Deferred inflows of resources | 14,889,358 | 12,803,000 | 27,692,358 |
| OPEB expense adjustments | (3,470,294) | (2,274,636) | (5,744,930) |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 12 – RISK MANAGEMENT

The University is exposed to various risks of loss from torts, theft of, damage to or destruction of assets, business interruption, workers' compensation, employee injuries and illnesses, natural disasters and employee health and accident benefits. Commercial insurance coverage is purchased for claims arising from these risks, other than employee health. Settled claims have not exceeded this commercial coverage in any of the three preceding years. As a sovereign entity of the Commonwealth, the Kentucky Board of Claims handles tort claims on behalf of the University.

The University maintains a self-insurance program for employee's health insurance. Under this plan, the University pays premiums based on estimated claims. The University pays approximately 75% of the expenses of the plan for permanent full-time employees and their families. Expenses incurred to cover claims paid by the University under the plan for years ended June 30, 2023 and 2022 totaled \$15,810,677 and \$13,961,251, respectively. Administrative fees incurred for the years ended June 30, 2023 and 2022 were \$870,808 and \$559,617, respectively. Self-insurance liability is recorded within accrued salaries and benefits on the statement of net position.

Changes in the liability for self-insurance at June 30, 2023 and 2022 are as follows:

| | <u>2023</u> | <u>2022</u> |
|--|-------------------|---------------------|
| Liability – beginning of year | \$ 1,399,610 | \$ 2,934,157 |
| Accruals for current year claims and changes in estimate | 13,407,881 | 12,628,163 |
| Claims paid | (15,810,677) | (13,961,251) |
| Other costs | <u>1,751,632</u> | <u>(201,459)</u> |
| Liability – end of year | <u>\$ 748,446</u> | <u>\$ 1,399,610</u> |

NOTE 13 – COMMITMENTS AND CONTINGENCIES

Construction Commitments – The estimated cost to complete construction projects under contract at June 30, 2023 and 2022, is approximately \$170,048,159 and \$9,710,190, respectively. The projects are to be financed principally by appropriations from the Commonwealth, proceeds from bonds, internal funds and gifts.

Claims and Litigation – The University is subject to various litigation and other claims in the ordinary course of business. University officials are of the opinion, based upon the advice of legal counsel, that the ultimate resolution of these matters will not have a material adverse effect on the University's financial position or results of operations.

Government Grants – The University is currently participating in numerous grants from various departments and agencies of the federal and state governments. The expenditures of grant proceeds must be for allowable and eligible purposes. Single audits and audits by the granting department or agency may result in requests for reimbursement of unused grant proceeds or disallowed expenditures. University management believes disallowances, if any, will not have a material adverse effect on the University's financial statements. Upon notification of final approval by the granting department or agency, the grants are considered closed.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 14 – OPERATING EXPENSES BY NATURAL CLASSIFICATION

Operating expenses by natural classification for the years ended June 30, 2023 and 2022 (Restated) are as follows:

| | <u>2023</u> | <u>2022</u> |
|--|-----------------------|-----------------------|
| Salaries and wages | \$ 118,353,399 | \$ 114,561,986 |
| Employee benefits | 46,560,953 | 46,544,968 |
| Supplies and other services | 72,370,363 | 69,374,186 |
| Travel | 4,185,462 | 3,273,598 |
| Depreciation | 26,846,913 | 26,194,423 |
| Student scholarships and financial aid | 22,693,103 | 30,343,180 |
| Utilities | 10,006,531 | 8,927,488 |
| Pension expense adjustments | 8,316,955 | (43,122,179) |
| OPEB expense adjustments | (8,805,390) | (5,744,929) |
| Other operating expenses | <u>3,677,473</u> | <u>3,521,925</u> |
| Total | <u>\$ 304,205,762</u> | <u>\$ 253,874,646</u> |

NOTE 15 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC.

A. NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Nature of Operations - Eastern Kentucky University Foundation, Inc. (Foundation) is a corporation formed for educational, charitable, and public purposes in accordance with the provisions of Kentucky Revised Statutes (KRS) 273.0010. The Foundation is a component unit of Eastern Kentucky University (University). Specifically, the Foundation was founded to cooperate with the University and with the University's Board of Regents (Board) in the promotion of the educational, civic, and charitable purposes of the University and the Board in any lawful manner deemed appropriate by the Foundation's Board of Directors. This purpose includes the encouragement of scholarships and research, the promotion of the prestige, expansion, and development of the University's physical plant and faculty, and the assistance of the University's students and alumni.

Basis of Presentation - The accompanying financial statements have been prepared in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP). Under financial reporting standards for not-for-profit organizations, net assets, revenues, expenses, and gains (losses) are classified based on the existence or absence of donor-imposed restrictions.

Use of Estimates - The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Cash and Cash Equivalents - With the exception of short-term debt instruments which have been designated for investment purposes, the Foundation considers all highly liquid instruments with original maturities of three months or less to be cash equivalents. Throughout the year, the Foundation's cash and cash equivalents balances typically exceed the amount insured by the Federal Deposit Insurance Corporation.

(Continued)

NOTE 15 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

A. NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Investments - Investments in equity securities having a readily determinable market value and all debt securities are carried at fair value. Income from investments consists of dividends and interest income net of related investment expenses. Other income from investments is reflected on the accompanying statements of activities as with or without donor restrictions based upon the existence and nature of any donor or legally imposed restrictions.

Alternative investments, consisting of limited partnerships, are carried at estimated fair value provided by the management of the alternative investment funds as of year-end. Because alternative investments are not readily marketable, the estimated value is subject to uncertainty and, therefore, may differ from the value that would have been used had a ready market for the investments existed. The estimated fair value of the Foundation's alternative investments total approximately \$897,000 and \$1,051,000 as of June 30, 2023 and 2022, respectively.

The Foundation invests endowment matching funds for the Regional University Endowment Trust Fund (see Note 8) on behalf of the University. In addition, the Foundation also invests Programs of Distinction (see Note 8) related endowment funds on behalf of the University. Dividends and interest income and realized and unrealized gains and losses on investments are allocated between the Foundation and the University based on the percentage of investments owned.

The Foundation previously adopted the Uniform Prudent Management of Institutional Funds Act (UPMIFA). Under UPMIFA, net appreciation (depreciation) on endowment fund investments, whose income is otherwise unrestricted as to use, is reported as net assets with purposes restrictions until appropriated for expenditure by the Foundation, unless the donor has permanently restricted such net appreciation (depreciation). In cases where the donor has placed time or purpose restrictions on the use of the income from endowed gifts, the related net appreciation (depreciation) is subject to those restrictions and is reported as a part of net assets with donor restrictions until the restriction has been met.

Property and Equipment - Property and equipment is stated at cost and is depreciated on the straight-line method over the estimated useful lives of the assets as follows: 40-50 years for buildings and building improvements and 15-20 years for land improvements. The Foundation's capitalization policy includes all items with a unit cost of \$5,000 or more and an estimated useful life greater than one year. Renovations to buildings and infrastructure and/or land improvements that significantly increase the value or extend the useful life of the asset are capitalized. Routine repairs and maintenance are charged to operating expense in the year in which the expenses are incurred.

The Foundation reviews for the impairment of long-lived assets subject to depreciation whenever events or changes in circumstances indicate the carrying amount of such assets may not be recoverable. No such impairment losses have been recognized with respect to the years ended June 30, 2023 and 2022.

Deferred Gift Liabilities - The carrying amount for deferred gift liabilities is the actuarially determined present value of the income distributions or other payments to the donors or other designated beneficiaries during the terms of the respective split-interest agreements.

Classification of Net Assets - The Foundation records and reports its assets, liabilities, net assets, revenues and other support, expenses, and gains and losses based on the existence or absence of donor-imposed restrictions according to the two classes of net assets as follows:

(Continued)

NOTE 15 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

A. NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the Foundation, including endowment net assets which have been designated by the Foundation's Board of Directors. Such net assets may be used at the discretion of management and/or the Board of Directors. While the Foundation does not intend to expend Board designated endowment net assets for purposes other than those for which the funds have been designated, if necessary, such funds could be expended for current operations at the discretion of the Board of Directors.

Net assets with donor restrictions: Net assets subject to stipulations imposed by donors. Certain donor restrictions are temporary in nature; those restrictions will be met by actions of the Foundation or by the passage of time. Other donor restrictions are perpetual in nature, whereby the donor has stipulated the funds be maintained in perpetuity.

Revenue Recognition - The Foundation's primary sources of revenue/support are contributions, net income from investments, and net realized and unrealized gains/losses on investments. All such sources of revenue/support are scoped out of Accounting Standards Update (ASU) 2014-09, *Revenue from Contracts with Customers* (Topic 606).

Contributions - The Foundation recognizes contributions when cash/cash equivalents, investments, or other assets; an unconditional promise to give; or a notification of a beneficial interest is received. Contributions are recorded at fair value when received. An unconditional promise to give (a pledge) is recognized in the year the pledge is made. Conditional promises to give, that is, those with a measurable performance or other barrier and a right of return, are not recognized until the conditions on which they depend have been met.

Contributions of cash and other assets received without donor stipulations are reported as revenue and net assets without donor restrictions. Contributions received with donor stipulations that limit their use are reported as revenue and net assets with donor restrictions. Contributions which impose restrictions that are met in the same fiscal year the contributions are received are included in revenue without donor restrictions. When a donor stipulated time restriction ends or the purpose of the restriction is accomplished, net assets with donor restrictions are reclassified to net assets without donor restrictions and reported on the accompanying statements of activities as net assets released from restrictions.

Unconditional promises to give expected to be collected within one year are reported at their net realizable value. Unconditional promises to give expected to be collected in future years are recorded at the present value of estimated future cash flows. The resulting discount is computed using a risk-free interest rate applicable to the years in which the unconditional promises are received (discount rates ranging from 0.47% to 5.17%). Amortization of the discounts is included in contribution revenue. The related allowance, an estimated amount, which, in management's judgment, is considered to be adequate to absorb future losses on amounts that may become uncollectible, is based upon a review of the outstanding pledges together with general historical collection experience.

Functional Expenses - The costs of providing program and other activities have been summarized on a functional basis in the accompanying statements of activities (see also Note 11). Program service expenses (support for the University) and management and general expenses are based on direct costs. Fundraising for the Foundation is provided by the University.

(Continued)

NOTE 15 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

A. NATURE OF OPERATIONS AND SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Income Taxes - The Internal Revenue Service (IRS) has determined the Foundation is exempt from income taxes under Section 501 of the Internal Revenue Code (Code). To the extent applicable, the Foundation is however subject to federal income tax on any unrelated business taxable income. The Foundation has been determined by the IRS not to be a private foundation within the context of Section 509(a) of the Code.

U.S. GAAP prescribes recognition thresholds and measurement attributes for the financial statement recognition and measurement of a tax position taken or expected to be taken in a tax return. Tax benefits or liabilities will be recognized only if the tax position is more-likely-than-not sustained in a tax examination, with a tax examination being presumed to occur. The amount recognized will be the largest amount of tax benefit or liability that is greater than 50% likely of being realized on examination. For tax positions not meeting the more-likely-than-not test, no tax benefit or liability will be recorded. Management is not aware of any tax benefits or liabilities which would warrant recognition as of June 30, 2023, and 2022.

The Foundation would recognize interest and penalties related to uncertain tax positions in interest and income tax expense, respectively. The Foundation has no amounts accrued for interest or penalties as of June 30, 2023, and 2022.

Foreign Currency Risk - Foreign currency risk is the risk that changes in exchange rates will adversely affect the fair value of an investment or deposit. The Foundation's exposure to foreign currency risk derives from pooled non-U.S. equities investments with a fair value totaling approximately \$17,800,000 and \$15,200,000 as of June 30, 2023, and 2022, respectively. The Foundation's endowment investment policy allows managers to invest a portion of funds in non-U.S. securities in accordance with the guidelines established in the investment policy.

Recently Issued Accounting Standards Updates - In February 2016, the Financial Accounting Standards Board (FASB) issued ASU 2016-02, *Leases (Topic 842)*, to improve financial reporting with respect to leasing transactions. ASU 2016-02 requires all leases with lease terms over twelve months to be capitalized as a right-of-use asset and lease liability on the statement of financial position at the date of lease commencement. Using the optional transition method, the Foundation adopted the provisions of ASU 2016-02 as of and for the year ended June 30, 2023 with no material impact on the Foundation's financial statements.

In June 2016, the FASB issued ASU 2016-13, *Financial Instruments - Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments*. ASU 2016-13 requires a financial asset (including "trade" receivables) measured at amortized cost basis to be presented at the net amount expected to be collected. Thus, the statement of activities will reflect the measurement of credit losses for newly recognized financial assets, as well as the expected increases or decreases of expected credit losses that have taken place during the period. The provisions of ASU 2016-13 will be effective for the fiscal year ending June 30, 2024. Currently, the Foundation does not anticipate a material impact to the financial statements upon the adoption of ASU 2016-13.

Subsequent Events - Management has performed an analysis of the activities and transactions subsequent to year-end to determine the need for any adjustments to and/or discussions within the accompanying financial statements as of and for the year ended June 30, 2023. Management has performed its analysis through the date of the Independent Auditor's Report, the date the accompanying financial statements were available to be issued.

(Continued)

NOTE 15 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

B. LIQUIDITY AND AVAILABILITY OF RESOURCES

The Foundation is substantially supported by contributions with donor restrictions. Because a donor's restriction requires resources to be used in a particular manner or in a future period, the Foundation must maintain sufficient resources to meet those responsibilities to its donors. Accordingly, financial assets may not be available for general expenditure within one year. As part of the Foundation's liquidity management, it has a policy to structure its financial assets to be available as its general expenditures, liabilities, and other obligations come due. In addition, the Foundation invests cash in excess of daily requirements in short-term investments. In the event of an unanticipated liquidity need, the Foundation could draw upon its Board designated endowment net assets.

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the statement of financial position date, are as follows at June 30, 2023 and 2022:

| | <u>2023</u> | <u>2022</u> |
|--|---------------------|---------------------|
| Financial assets | | |
| Cash and cash equivalents | \$ 11,708,900 | \$ 12,932,518 |
| Investments | 92,959,875 | 82,304,709 |
| Pledges receivable – net | <u>1,817,232</u> | <u>655,408</u> |
| | 106,486,007 | 95,892,635 |
| Less amounts not available to be used within one year or amounts not available without Board approval | | |
| Assets held for others | (22,876,766) | (21,330,594) |
| Board designated endowment net assets | (11,150,498) | (9,590,040) |
| Donor restricted net assets for use in future periods | (32,753,020) | (28,722,065) |
| Donor restricted net assets in perpetuity | (39,456,526) | (35,034,154) |
| Endowment spend/appropriations | <u>2,960,635</u> | <u>3,256,980</u> |
| | <u>\$ 3,209,832</u> | <u>\$ 4,472,762</u> |

C. FAIR VALUE OF FINANCIAL INSTRUMENTS

U.S. GAAP defines fair value as the price that would be received for an asset or paid to transfer a liability in the Foundation's principal or most advantageous market for the asset or liability in an orderly transaction between market participants on the measurement date. This guidance also establishes a fair value hierarchy which requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value.

The three levels of inputs that may be used to measure fair value are as follows:

- Level 1 - Quoted prices (unadjusted) in active markets that are accessible at the measurement date for identical assets or liabilities.
- Level 2 - Significant other observable inputs other than Level 1 prices, such as quoted prices for similar assets or liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.
- Level 3 - Significant unobservable inputs that reflect a reporting entity's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 15 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

C. FAIR VALUE OF FINANCIAL INSTRUMENTS (Continued)

The fair value of financial instruments as of June 30, 2023 is as follows:

| | Fair Value | Quoted Prices in Active Markets for Identical Assets (Level 1) | Significant Other Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) |
|----------------------|----------------------|---|--|--|
| Money market funds | \$ 3,328,487 | \$ 3,328,487 | \$ - | \$ - |
| Banker's acceptances | 4,187,475 | - | 4,187,475 | - |
| Equities | 61,508,051 | 61,508,051 | - | - |
| Fixed income | 23,038,491 | 23,038,491 | - | - |
| Alternatives | | | | |
| Limited partnerships | 897,371 | - | - | 897,371 |
| Totals | <u>\$ 92,959,875</u> | <u>\$ 87,875,029</u> | <u>\$ 4,187,475</u> | <u>\$ 897,371</u> |

The fair value of financial instruments as of June 30, 2022 is as follows:

| | Fair Value | Quoted Prices in Active Markets for Identical Assets (Level 1) | Significant Other Observable Inputs (Level 2) | Significant Unobservable Inputs (Level 3) |
|----------------------|----------------------|---|--|--|
| Money market funds | \$ 3,993,183 | \$ 3,993,183 | \$ - | \$ - |
| Banker's acceptances | 2,960,959 | - | 2,960,959 | - |
| Equities | 53,988,676 | 53,988,676 | - | - |
| Fixed income | 20,310,864 | 20,310,864 | - | - |
| Alternatives | | | | |
| Limited partnerships | 1,051,027 | - | - | 1,051,027 |
| Totals | <u>\$ 82,304,709</u> | <u>\$ 78,292,723</u> | <u>\$ 2,960,959</u> | <u>\$ 1,051,027</u> |

The fair values of money market funds, equity investments, and fixed income investments are generally determined using quoted market prices and are classified as Level 1 financial instruments. The predominance of market inputs are actively quoted and can be validated through external sources, including brokers, market transactions, and third-party pricing services.

The fair value of banker's acceptances is determined using a yield curve matrix derived from quoted prices for similar assets in active markets and is classified as a Level 2 financial instrument. The maturity dates of the banker's acceptances generally range from approximately 30 to 360 days. Each of the respective banker's acceptances can however be redeemed by the Foundation at a discount upon demand.

(Continued)

NOTE 15 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

C. FAIR VALUE OF FINANCIAL INSTRUMENTS (Continued)

For alternative investments, which consist of investments in limited partnerships, for which there is no active market, the fair values are initially based on valuations determined by the respective investment managers using net asset values (NAVs) as of their most recent statements, adjusted for cash receipts, cash disbursements, and other anticipated income or loss through year-end. The NAVs of the funds are determined on the accrual basis of accounting in conformity with U.S. GAAP. In certain instances, secondary investments require reporting other than U.S. GAAP such as International Financial Reporting Standards or Tax Basis accounting, in which case the investment managers adjust values to more accurately comply with U.S. GAAP. The managers utilize standard valuation procedures and policies to assess the fair value of the underlying investment holdings to derive NAV. For holdings in marketable securities listed on a national securities exchange, the values represent the publicly traded values. Holdings in private securities are generally valued using the mark-to-market method, which attempts to apply a fair value standard by referring to meaningful third-party transactions, comparable public market valuations, appraisals, and/or the income approach. Pursuant to U.S. GAAP, management has considered redemption restrictions to assess classification of fair value inputs. For alternative investments with redemption periods of 90 days or less, the assets are considered a Level 2 fair value measurement. Investments that are redeemable in greater than 90 days are considered a Level 3 fair value measurement due to the inability to redeem the asset at NAV in the near-term.

Management has performed an independent review of valuations reported by investment managers and determined that NAV is a reasonable and prudent estimate of fair value. Alternative investments are not readily marketable and their estimated value is subject to uncertainty. Therefore, there may be a material difference between their estimated value and the value that would have been used had a readily determinable fair value for such investments existed.

The following table provides additional information as of June 30, 2023 relative to alternative investments:

| | Fair Value | Unfunded Commitments | Redemption Frequency | Redemption Notice Period |
|----------------------|---------------|-------------------------|-------------------------|-----------------------------|
| Limited partnerships | \$ 897,371 | \$ 552,913 | fund dissolved | N/A |

Each of the limited partnerships has a term of fifteen years, provided, however, that the fund manager, in its sole discretion, may elect to extend such term if it believes such extensions are necessary or desirable in order to affect an orderly liquidation of the limited partnership investments. The fund manager may, in its sole discretion, elect to terminate the limited partnership prior to the end of the term or any extension period.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 15 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

C. FAIR VALUE OF FINANCIAL INSTRUMENTS (Continued)

The years ended June 30, 2023 and 2022 activity with respect to the investments reflected as Level 3 is as follows:

| | <u>2023</u> | <u>2022</u> |
|--|-------------------|---------------------|
| Beginning of year | \$ 1,051,027 | \$ 1,156,014 |
| Net realized and unrealized (losses) gains on investments included in the change in net assets | (90,094) | 60,769 |
| Net sales of investments | <u>(63,562)</u> | <u>(165,756)</u> |
| End of year | <u>\$ 897,371</u> | <u>\$ 1,051,027</u> |

See also Note 15.G. with respect to deferred gift liabilities (Level 3 fair value measurement).

D. ENDOWMENT

The Foundation's endowment consists of approximately 490 individual funds established for a variety of purposes. The endowment includes both donor restricted endowment funds and funds designated by the Foundation's Board of Directors to function as endowments. As required by U.S. GAAP, net assets associated with endowment funds, including funds designated by the Foundation's Board of Directors to function as endowments, are classified and reported based on the existence or absence of donor-imposed restrictions.

In 2010, UPMIFA was adopted by the Commonwealth of Kentucky. The Foundation interprets UPMIFA as requiring the preservation of the fair value of the original gift as of the gift date of the donor restricted endowment fund absent explicit donor stipulations to the contrary. As a result of this interpretation, the Foundation classifies as net assets with donor restrictions in perpetuity (a) the original value of gifts donated to the permanent endowment, (b) the original value of subsequent gifts to the permanent endowment, and (c) accumulations to the permanent endowment made in accordance with the direction of the applicable donor gift instrument at the time the accumulation is added to the fund. The remaining portion of the donor restricted endowment fund that is not classified as net assets with donor restrictions in perpetuity is classified as net assets with purposes restrictions until those amounts are appropriated for expenditure by the Foundation in a manner consistent with the standard of prudence prescribed by UPMIFA.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 15 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

D. ENDOWMENT (Continued)

In accordance with UPMIFA, the Foundation considers the following factors in making a determination to appropriate or accumulate donor restricted endowment funds:

- The purposes of the endowment fund
- The duration and preservation of the endowment fund
- General economic conditions
- The possible effect of inflation and deflation
- The expected total return from income and the appreciation of investments
- Other resources of the Foundation
- The investment policies of the Foundation

Funds with Deficiencies - From time to time, the fair value of assets associated with individual donor restricted endowment funds may fall below the "historic dollar value" level the Foundation is required to preserve as a fund of perpetual duration. At June 30, 2023, the fair value of funds with deficiencies total approximately \$4,200,000. At June 30, 2022, such funds are below the "historic dollar value" level the Foundation is required to preserve as a fund of perpetual duration by approximately \$400,000. At June 30, 2022, the fair value of funds with deficiencies total approximately \$4,600,000. At June 30, 2022, such funds are below the "historic dollar value" level the Foundation is required to preserve as a fund of perpetual duration by approximately \$800,000.

At June 30, 2023, endowment funds consist of the following:

| | Without Donor Restrictions | With Donor Restrictions | | |
|------------------|----------------------------------|-------------------------|----------------------|----------------------|
| | | Purpose Restrictions | In Perpetuity | Total |
| Board designated | \$ 11,150,498 | \$ - | \$ - | \$ 11,150,498 |
| Donor restricted | - | 22,549,555 | 38,626,624 | 61,176,179 |
| Totals | <u>\$ 11,150,498</u> | <u>\$ 22,549,555</u> | <u>\$ 38,626,624</u> | <u>\$ 72,326,677</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 15 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

D. ENDOWMENT (Continued)

Changes in endowment funds for the year ended June 30, 2023 are as follows:

| | Without Donor Restrictions | With Donor Restrictions | | |
|--|----------------------------------|-------------------------|----------------------|----------------------|
| | | Purpose Restrictions | In Perpetuity | Total |
| Beginning of year | \$ 9,590,040 | \$ 19,478,719 | \$ 34,997,954 | \$ 64,066,713 |
| Contributions | 464,130 | 77,809 | 3,628,670 | 4,170,609 |
| Investment return | | | | |
| Net investment income | 157,216 | 1,715,836 | - | 1,873,052 |
| Net realized and unrealized appreciation | 1,053,320 | 4,507,870 | - | 5,561,190 |
| Appropriation of endowment assets for expenditure | (114,208) | (3,230,679) | - | (3,344,887) |
| End of year | <u>\$ 11,150,498</u> | <u>\$ 22,549,555</u> | <u>\$ 38,626,624</u> | <u>\$ 72,326,677</u> |

At June 30, 2022, endowment funds consist of the following:

| | Without Donor Restrictions | With Donor Restrictions | | |
|------------------|----------------------------------|-------------------------|----------------------|----------------------|
| | | Purpose Restrictions | In Perpetuity | Total |
| Board designated | \$ 9,590,040 | \$ - | \$ - | \$ 9,590,040 |
| Donor restricted | - | 19,478,719 | 34,997,954 | 54,476,673 |
| Totals | <u>\$ 9,590,040</u> | <u>\$ 19,478,719</u> | <u>\$ 34,997,954</u> | <u>\$ 64,066,713</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 15 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

D. ENDOWMENT (Continued)

Changes in endowment funds for the year ended June 30, 2022 are as follows:

| | Without Donor Restrictions | With Donor Restrictions | | Total |
|--|----------------------------------|-------------------------|----------------------|----------------------|
| | | Purpose Restrictions | In Perpetuity | |
| Beginning of year | \$ 10,865,344 | \$ 28,116,165 | \$ 33,446,746 | \$ 72,428,255 |
| Contributions | 232,853 | - | 1,551,208 | 1,784,061 |
| Investment return | | | | |
| Net investment income | 543,910 | 1,647,077 | - | 2,190,987 |
| Net realized and unrealized depreciation | (1,946,935) | (8,447,062) | - | (10,393,997) |
| Appropriation of endowment assets for expenditure | (105,132) | (1,837,461) | - | (1,942,593) |
| End of year | <u>\$ 9,590,040</u> | <u>\$ 19,478,719</u> | <u>\$ 34,997,954</u> | <u>\$ 64,066,713</u> |

Return Objectives and Risk Parameters - The Foundation has adopted investment and spending policies for endowment assets that attempt to provide a predictable stream of funding to programs supported by its endowment while over time seeking to maintain the purchasing power of the endowment assets. Under the Foundation's policies, endowment assets are invested in a manner that emphasizes total return. Specifically, the primary objective is to emphasize long-term growth of principal while avoiding excessive risk, to achieve a balanced return of current income and modest growth of principal, and to achieve a rate of return equal to or higher than the Endowment and Foundation Index or other benchmarks as determined by the Foundation's Board of Directors.

Strategies Employed for Achieving Objectives - To satisfy its long-term rate-of-return objectives, the Foundation relies on a total return strategy in which investment returns are achieved through both capital appreciation (realized and unrealized) and current yield (dividends and interest). The Foundation targets a diversified asset allocation that places a greater emphasis on equity-based investments to achieve its long-term return objectives within prudent risk constraints. The endowment assets of the Foundation are invested in a broad range of equities and debt securities, thereby generally limiting the market risk exposure in any single investment manager or individual investment.

Spending Policy and How the Investment Objectives Relate to the Spending Policy - The Foundation has a policy of appropriating for distribution each year up to 5.0% of a three-year rolling average of the fund's value. Likewise, it is the policy of the Foundation that, annually, up to 1.5% of a three-year rolling average of the fund's value be designated for unrestricted use by the Foundation in furtherance of its singular mission to provide support for the advancement of the University. The policies are monitored by the Executive Committee of the Foundation's Board of Directors and may be amended in accordance with market conditions. Earnings above the annually designated portions are reinvested in the corpus to insure long-term growth and stability.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 15 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

E. PLEDGES RECEIVABLE

At June 30, 2023, net pledges receivable consists of the following:

| | Without Donor Restrictions | With Donor Restrictions | | |
|--|----------------------------------|-------------------------|-------------------|---------------------|
| | | Purpose Restrictions | In Perpetuity | Total |
| Current pledges receivable | | | | |
| Estimated to be collected in less than one year | \$ 800 | \$ 312,870 | \$ 276,017 | \$ 589,687 |
| Less allowance | - | (25,000) | (22,100) | (47,100) |
| | <u>\$ 800</u> | <u>\$ 287,870</u> | <u>\$ 253,917</u> | <u>\$ 542,587</u> |
| Long-term pledges receivable | | | | |
| Estimated to be collected in one to five years | \$ 800 | \$ 822,260 | \$ 694,785 | \$ 1,517,845 |
| Estimated to be collected thereafter | - | - | - | - |
| Less allowance | (100) | (65,800) | (55,600) | (121,500) |
| Less discounts to net present value | - | (58,500) | (63,200) | (121,700) |
| | <u>\$ 700</u> | <u>\$ 697,960</u> | <u>\$ 575,985</u> | <u>\$ 1,274,645</u> |
| Totals | <u>\$ 1,500</u> | <u>\$ 985,830</u> | <u>\$ 829,902</u> | <u>\$ 1,817,232</u> |

At June 30, 2022, net pledges receivable consists of the following:

| | Without Donor Restrictions | With Donor Restrictions | | |
|--|----------------------------------|-------------------------|------------------|-------------------|
| | | Purpose Restrictions | In Perpetuity | Total |
| Current pledges receivable | | | | |
| Estimated to be collected in less than one year | \$ 1,000 | \$ 208,259 | \$ 27,800 | \$ 237,059 |
| Less allowance | - | (16,100) | (3,500) | (19,600) |
| | <u>\$ 1,000</u> | <u>\$ 192,159</u> | <u>\$ 24,300</u> | <u>\$ 217,459</u> |
| Long-term pledges receivable | | | | |
| Estimated to be collected in one to five years | \$ 1,600 | \$ 431,594 | \$ 14,000 | \$ 447,194 |
| Estimated to be collected thereafter | - | 51,255 | - | 51,255 |
| Less allowance | - | (37,200) | (1,800) | (39,000) |
| Less discounts to net present value | (100) | (21,100) | (300) | (21,500) |
| | <u>\$ 1,500</u> | <u>\$ 424,549</u> | <u>\$ 11,900</u> | <u>\$ 437,949</u> |
| Totals | <u>\$ 2,500</u> | <u>\$ 616,708</u> | <u>\$ 36,200</u> | <u>\$ 655,408</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 15 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

F. PROPERTY AND EQUIPMENT

At June 30, 2023 and 2022, net property and equipment consists of the following:

| | 2023 | 2022 |
|-------------------------------------|-------------------|-------------------|
| Land | \$ 250,000 | \$ 250,000 |
| Buildings and building improvements | 600,000 | 600,000 |
| | 850,000 | 850,000 |
| Less accumulated depreciation | (203,348) | (189,223) |
| Total property and equipment - net | <u>\$ 646,652</u> | <u>\$ 660,777</u> |

Depreciation expense for each of the years ended June 30, 2023 and 2022 totals approximately \$14,000.

G. DEFERRED GIFT LIABILITIES

Over time, the Foundation has been the recipient of gift annuities which require future payments to the donor or their named beneficiaries. The assets received from the donor are recorded at fair value.

The accompanying statements of financial position reflect a liability at June 30, 2023 and 2022 totaling \$265,279 and \$277,087, respectively, which represents the estimated present value of the future annuity obligations calculated using discount rates ranging from 5.5% to 7.3%. The actuarial related assumptions used in calculating the respective present values include the beneficiary's age and life expectancy, the date of the gift, the fair value of the amount gifted, the estimated rate of return, the payout rate, the payment schedule, and the discount rate at the date of the contribution determined in accordance with the Internal Revenue Code. The carrying amount of the deferred gift liabilities estimates fair value and is calculated using Level 3 inputs (see also Note 15.C.).

The years ended June 30, 2023 and 2022 activity with respect to deferred gift liabilities is as follows:

| | 2023 | 2022 |
|---|-------------------|-------------------|
| Beginning of year | \$ 277,087 | \$ 324,942 |
| New deferred gifts | - | 15,000 |
| Payment obligations | (42,972) | (45,455) |
| Net reduction attributable to death of donors | - | (27,702) |
| Net actuarial change | 31,164 | 10,302 |
| End of year | <u>\$ 265,279</u> | <u>\$ 277,087</u> |

At June 30, 2023 and 2022, investments relative to such deferred gift liabilities total \$806,797 and \$770,564, respectively.

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 15 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

H. ASSETS HELD FOR OTHERS

Assets held for others represent resources in the possession of, but not under the control of, the Foundation. At June 30, 2023 and 2022, assets held for others consist of the following:

| | 2023 | 2022 |
|--|----------------------|----------------------|
| Regional University Endowment Trust Fund | \$ 20,679,052 | \$ 19,282,619 |
| Programs of Distinction | 2,197,714 | 2,047,975 |
| Total assets held for others | <u>\$ 22,876,766</u> | <u>\$ 21,330,594</u> |

I. NET ASSETS WITH DONOR RESTRICTIONS

At June 30, 2023 and 2022, net assets with donor restrictions consist of the following:

| | 2023 | 2022 |
|---|----------------------|----------------------|
| Subject to expenditure for specified purposes | | |
| Scholarships program | \$ 4,727,896 | \$ 5,281,531 |
| Academic programs | 5,051,519 | 6,043,532 |
| Athletic programs | 618,775 | 744,451 |
| Capital projects | 1,291,812 | 1,195,651 |
| Other | 21,063,018 | 15,456,900 |
| Total net assets with donor restrictions - purpose restrictions | <u>32,753,020</u> | <u>28,722,065</u> |
| Endowment to be maintained in perpetuity | | |
| Scholarships program | 28,948,286 | 25,780,661 |
| Academic programs | 9,536,527 | 8,506,240 |
| Athletic programs | 34,799 | 30,000 |
| Capital projects | 450,135 | 450,135 |
| Other | 486,779 | 267,118 |
| Total net assets with donor restrictions - perpetual in nature | <u>39,456,526</u> | <u>35,034,154</u> |
| Total net assets with donor restrictions | <u>\$ 72,209,546</u> | <u>\$ 63,756,219</u> |

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 15 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

J. NET ASSETS RELEASED FROM RESTRICTIONS

Net assets released from restrictions consist of the following for the years ended June 30, 2023 and 2022:

| | 2023 | 2022 |
|---|---------------------|---------------------|
| Purposes restrictions satisfied/time restrictions expired | | |
| Scholarships program | \$ 1,706,475 | \$ 1,716,451 |
| Academic programs | 1,647,341 | 1,165,966 |
| Athletic programs | 767,947 | 919,371 |
| Capital projects | 152,928 | 302,988 |
| Other support for the University | 711,466 | 391,731 |
| | <u>\$ 4,986,157</u> | <u>\$ 4,496,507</u> |
| Total net assets released from restrictions | <u>\$ 4,986,157</u> | <u>\$ 4,496,507</u> |

K. FUNCTIONAL EXPENSE CLASSIFICATION

The Foundation's expenses by functional classification for the years ended June 30, 2023 and 2022 are as follows:

| | 2023 | 2022 |
|---|---------------------|---------------------|
| Program services - support for the University | | |
| Scholarships program | \$ 1,915,007 | \$ 1,830,140 |
| Academic programs | 1,229,383 | 1,106,558 |
| Athletic programs | 714,705 | 923,675 |
| Capital projects | 351,060 | 331,775 |
| Other | 1,461,910 | 1,177,423 |
| Depreciation | 14,124 | 14,124 |
| Total program services - support for the University | <u>\$ 5,686,189</u> | <u>\$ 5,383,695</u> |
| Management and general | | |
| Professional and consulting fees | \$ 168,920 | \$ 130,221 |
| Other | 77,377 | 56,640 |
| Total management and general | <u>\$ 246,297</u> | <u>\$ 186,861</u> |
| Total expenses | <u>\$ 5,932,486</u> | <u>\$ 5,570,556</u> |

L. CONCENTRATIONS

At June 30, 2023, approximately 75% of total outstanding gross pledges receivable are due between three donors (approximately 40%, 25%, and 10%, respectively). At June 30, 2022, approximately 70% of total outstanding gross pledges receivable are due between two donors (approximately 40% and 30%, respectively).

(Continued)

EASTERN KENTUCKY UNIVERSITY
NOTES TO FINANCIAL STATEMENTS
June 30, 2023 and 2022

NOTE 15 – EASTERN KENTUCKY UNIVERSITY FOUNDATION, INC. (Continued)

L. CONCENTRATIONS (Continued)

For the year ended June 30, 2023, two donors represent approximately 30% of total contributions revenue (approximately 20% and 10%, respectively). No such concentration exists with respect to the year ended June 30, 2022.

M. RELATED PARTY TRANSACTIONS

Eastern Kentucky University - The University provides various administrative services to the Foundation. In addition, during the year ended June 30, 2023, the University expended \$1,915,007 and \$692,938 on behalf of the Foundation with respect to scholarships and employee salaries/related benefits, respectively. Such amounts are ultimately reimbursed by the Foundation. During the year ended June 30, 2022, the University expended \$1,830,140 and \$637,915 on behalf of the Foundation with respect to scholarships and employee salaries/related benefits, respectively. At June 30, 2023 and 2022, the amount due to the University on the accompanying statements of financial position totals \$114,462 and \$320,026, respectively.

Other - At June 30, 2023 and 2022, outstanding gross pledges receivable due from related parties (members of the University's Board of Regents, the Foundation's Board of Directors, or employees of the University) total \$55,167 and \$226,654, respectively. Such gross pledges receivable amounts are included in the amounts reflected in Note 15.E.

REQUIRED SUPPLEMENTARY INFORMATION

EASTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULE OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET PENSION LIABILITY
(in thousands)
June 30, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016 and 2015

| | <u>2023</u> | <u>2022</u> | <u>2021</u> | <u>2020</u> | <u>2019</u> | <u>2018</u> | <u>2017</u> | <u>2016</u> | <u>2015</u> |
|--|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| KERS – Non-Hazardous | | | | | | | | | |
| University's proportion of the net pension liability | 1.17% | 0.64% | 0.64% | 1.08% | 1.45% | 1.75% | 1.82% | 1.71% | 1.61% |
| University's proportionate share of the net pension liability | \$ 155,696 | \$ 156,043 | \$ 90,233 | \$ 152,149 | \$ 197,366 | \$ 234,290 | \$ 207,489 | \$ 171,780 | \$ 144,048 |
| University's covered payroll | \$ 5,081 | \$ 4,694 | \$ 9,083 | \$ 15,504 | \$ 24,966 | \$ 26,630 | \$ 29,378 | \$ 27,312 | \$ 27,301 |
| University's proportionate share of the net pension liability as a percentage of its covered payroll | 3064.19% | 3324.31% | 993.48% | 981.36% | 790.54% | 879.80% | 706.27% | 628.95% | 527.63% |
| Plan fiduciary net position as a percentage of the total pension liability | 18.51% | 18.48% | 14.01% | 13.66% | 12.84% | 13.30% | 14.80% | 22.32% | 22.32% |
| KERS – Hazardous | | | | | | | | | |
| University's proportion of the net pension liability | 0.72% | 0.71% | 0.70% | 0.72% | 0.63% | 0.64% | 0.07% | -% | -% |
| University's proportionate share of the net pension liability | \$ 3,635 | \$ 3,159 | \$ 3,918 | \$ 3,953 | \$ 3,169 | \$ 3,185 | \$ 275 | \$ - | \$ - |
| University's covered payroll | \$ 1,312 | \$ 1,292 | \$ 1,263 | \$ 1,201 | \$ 1,079 | \$ 518 | \$ - | \$ - | \$ - |
| University's proportionate share of the net pension liability as a percentage of its covered payroll | 277.13% | 244.50% | 310.21% | 329.14% | 293.70% | 614.86% | -% | -% | -% |
| Plan fiduciary net position as a percentage of the total pension liability | 61.51% | 66.03% | 55.18% | 55.49% | 56.10% | 54.80% | 57.41% | -% | -% |
| KTRS | | | | | | | | | |
| University's proportion of the net pension liability | 0.56% | 0.63% | 0.61% | 0.60% | 0.71% | 0.68% | 1.13% | 1.12% | 1.10% |
| University's proportionate share of the net pension liability | \$ 99,235 | \$ 86,072 | \$ 90,620 | \$ 86,450 | \$ 97,175 | \$ 193,364 | \$ 349,600 | \$ 274,717 | \$ 237,056 |
| State's proportionate share of the net pension liability associated with the University | <u>128,957</u> | <u>90,869</u> | <u>95,303</u> | <u>93,677</u> | <u>72,297</u> | <u>154,108</u> | <u>32,949</u> | <u>27,936</u> | <u>26,899</u> |
| Total | <u>\$ 228,192</u> | <u>\$ 176,941</u> | <u>\$ 185,923</u> | <u>\$ 180,127</u> | <u>\$ 169,472</u> | <u>\$ 347,472</u> | <u>\$ 382,549</u> | <u>\$ 302,653</u> | <u>\$ 263,955</u> |
| University's covered payroll | \$ 55,836 | \$ 55,404 | \$ 52,805 | \$ 53,396 | \$ 88,822 | \$ 89,975 | \$ 89,598 | \$ 87,589 | \$ 83,276 |
| University's proportionate share of the net pension liability as a percentage of its covered payroll | 177.72% | 155.35% | 171.61% | 161.90% | 109.40% | 214.91% | 390.19% | 313.64% | 284.66% |
| Plan fiduciary net position as a percentage of the total pension liability | 56.41% | 65.59% | 58.27% | 58.80% | 59.30% | 39.83% | 35.22% | 42.49% | 45.59% |

* The amounts presented for each fiscal year were determined as of the year end that occurred one year prior.

** This is a ten-year schedule. However, the information in this schedule is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until ten years of information is available.

EASTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULE OF THE UNIVERSITY'S PENSION CONTRIBUTIONS
(in thousands)
June 30, 2023, 2022, 2021, 2020, 2019, 2018, 2017, 2016 and 2015

| | <u>2023</u> | <u>2022</u> | <u>2021</u> | <u>2020</u> | <u>2019</u> | <u>2018</u> | <u>2017</u> | <u>2016</u> | <u>2015</u> |
|--|-----------------|-----------------|----------------|----------------|----------------|----------------|-----------------|----------------|----------------|
| KERS – Non-Hazardous | | | | | | | | | |
| Contractually required contribution | \$ 11,868 | \$ 12,083 | \$ 1,788 | \$ 3,726 | \$ 6,426 | \$ 9,038 | \$ 10,658 | \$ 9,072 | \$ 8,774 |
| Contributions in relation to the contractually required contribution | <u>(11,868)</u> | <u>(12,083)</u> | <u>(1,788)</u> | <u>(3,726)</u> | <u>(6,426)</u> | <u>(9,038)</u> | <u>(10,658)</u> | <u>(9,072)</u> | <u>(8,774)</u> |
| Contribution deficiency (excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| University's covered payroll | \$ 5,081 | \$ 4,694 | \$ 4,972 | \$ 8,979 | \$ 15,504 | \$ 24,966 | \$ 26,630 | \$ 29,378 | \$ 27,312 |
| Contributions as a percentage of covered payroll | 233.56% | 257.43% | 35.96% | 41.49% | 41.45% | 36.20% | 40.02% | 30.88% | 32.13% |
| KERS – Hazardous | | | | | | | | | |
| Contractually required contribution | \$ 421 | \$ 434 | \$ 450 | \$ 424 | \$ 415 | \$ 311 | \$ 159 | \$ - | \$ - |
| Contributions in relation to the contractually required contribution | <u>(421)</u> | <u>(434)</u> | <u>(450)</u> | <u>(424)</u> | <u>(415)</u> | <u>(311)</u> | <u>(159)</u> | <u>-</u> | <u>-</u> |
| Contribution deficiency (excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| University's covered payroll | \$ 1,312 | \$ 1,292 | \$ 1,238 | \$ 1,263 | \$ 1,201 | \$ 1,079 | \$ 518 | \$ - | \$ - |
| Contributions as a percentage of covered payroll | 32.15% | 33.62% | 36.35% | 33.60% | 34.55% | 28.82% | 30.69% | -% | -% |
| KTRS | | | | | | | | | |
| Contractually required contribution | \$ 7,179 | \$ 7,520 | \$ 7,535 | \$ 7,136 | \$ 7,148 | \$ 8,612 | \$ 8,814 | \$ 8,843 | \$ 7,235 |
| Contributions in relation to the contractually required contribution | <u>(7,179)</u> | <u>(7,520)</u> | <u>(7,535)</u> | <u>(7,136)</u> | <u>(7,148)</u> | <u>(8,612)</u> | <u>(8,814)</u> | <u>(8,843)</u> | <u>(7,235)</u> |
| Contribution deficiency (excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| University's covered payroll | \$ 55,836 | \$ 55,404 | \$ 55,693 | \$ 52,805 | \$ 53,396 | \$ 88,822 | \$ 89,975 | \$ 89,598 | \$ 87,589 |
| Contributions as a percentage of covered payroll | 12.86% | 13.57% | 13.53% | 13.51% | 13.39% | 9.70% | 9.80% | 9.87% | 8.26% |

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* This is a ten-year schedule. However, the information in this schedule is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until ten years of information is available.

EASTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
NOTES TO REQUIRED SUPPLEMENTARY PENSION INFORMATION
June 30, 2023 and 2022

Changes of benefit terms and assumptions:

KERS

Changes of benefit terms: The following changes were made by the Kentucky Legislature and reflected in the valuation performed as of June 30 listed below:

2015:

- The assumed investment rate of return was decreased from 7.75% to 7.50%.
- The assumed rate of inflation was reduced from 3.50% to 3.25%.
- The assumed rate of wage inflation was reduced from 1.00% to 0.75%.
- Payroll growth assumption was reduced from 4.50% to 4.00%.
- The mortality table used for active members is RP-2000 Combined Mortality Table projected with Scale BB to 2013 (multiplied by 50% for males and 30% for females).
- For healthy retired members and beneficiaries, the mortality table used is the RP-2000 Combined Mortality Table projected with Scale BB to 2013 (setback 1 year for females). For disabled members, the RP-2000 Combined Disabled Mortality Table projected with Scale BB to 2013 (set back 4 years for males) is used for the period after disability retirement. There is some margin in the current mortality tables for possible future improvement in mortality rates and that margin will be reviewed again when the next experience investigation is conducted.
- The assumed rates of Retirement, Withdrawal and Disability were updated to more accurately reflect experience.

2016: The assumed investment rate of return was decreased from 7.50% to 6.75%.

2017:

Changes in Assumptions and Benefit Terms: Since the prior measurement date, the demographic and economic assumptions that affect the measurement of the total pension liability have been updated as follows:

- The assumed investment rate of return was decreased from 6.75% to 5.25% (Non-hazardous) and 7.50% to 6.25% (Hazardous).
- The assumed rate of inflation was reduced from 3.25% to 2.30%.
- Salary growth assumption was reduced from 4.00% to 3.05%.
- Payroll growth assumption was reduced from 4.00% to 0.00% (Non-hazardous) and 4.00% to 2.00% (Hazardous).

2018:

Changes in Assumptions and Benefit Terms: Since the prior measurement date, there have been no changes in actuarial assumptions. However, during the 2018 legislative session, House Bill 185 was enacted, which updated the benefit provisions for active members who die in the line of duty. Benefits paid to the spouses of deceased members have been increased from 25% of the member's final rate of pay to 75% of the member's average pay. If the member does not have a surviving spouse, benefits paid to surviving dependent children have been increased from 10% of the member's final pay rate to 50% of average pay for one child, 65% of average pay for two children, or 75% of average pay for three children. The total pension liability as of June 30, 2018 was determined using these updated benefit provisions.

(Continued)

EASTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
NOTES TO REQUIRED SUPPLEMENTARY PENSION INFORMATION
June 30, 2023 and 2022

KERS (Continued)

2019: *Changes in Assumptions and Benefit Terms:* For the fiscal year ended June 30, 2020, the KERS Board of Trustees adopted new actuarial assumptions. These assumptions were based on an actuarial experience study for the period ending June 30, 2018. Key changes include replacing the base retiree mortality tables with a KERS-specific mortality table developed using the actual mortality experience of non-disabled retirees in KERS. Mortality tables for disabled retirees and active members were updated with Public Retirement Mortality tables. In addition, termination rates and rates of disability incidence were increased. Retirement rates were decreased slightly for members with a participation date prior to July 1, 2003. For members with a participation date on or after July 1, 2003, retirement rates were set equal to 80% of the retirement rates applicable for the pre-July 1, 2003 participants for ages below 65.

House Bill 1, which passed during the 2019 special legislative session, allows certain employers in the non-hazardous plan to elect to cease participating in the system as of June 30, 2020. Since employer's elections were unknown at the time of the actuarial valuation and the legislation was enacted after the June 30, 2019 measurement date, no adjustments were made to the Total Pension Liability to reflect this legislation.

House Bill 265, which passed during the 2018 legislative session, allowed certain employers within the non-hazardous plan to contribute less than the actuarially determined contribution in the 2018/2019 fiscal year. Since this is not expected to be an ongoing contribution reduction, determining the non-hazardous employers' proportionate share based on the employers' actual contributions would not be reflective of the employers' long-term contribution effort. Instead, the proportionate share calculations for employers of the non-hazardous plan were based on the employers' covered payroll provided for fiscal year ending June 30, 2019, which would result in the same proportionate share allocation if all participating employers contributed the same rate.

2020: There have been no assumption changes since June 30, 2019.

2021: House Bill 8, passed in the 2021 legislative session, changed how employers contributions are allocated in the KERS Non Hazardous plan. The change does not impact the total pension liability, but does impact the amount of liability allocated to some employers. Several employers will see a significant increase in the allocation percentage of the total pension liability.

2022: There have been no assumption changes since June 30, 2021.

KTRS

2015: *Changes of benefit terms:* None

Changes of Assumptions: In the 2011 valuation and later, the expectation of retired life mortality was changed to the RP-2000 Mortality Tables rather than the 1994 Group Annuity Mortality Table, which was used prior to 2011. In the 2011 valuation, rates of withdrawal, retirement, disability and mortality were adjusted to more closely reflect actual experience. In the 2011 valuation, the Board adopted an interest smoothing methodology to calculate liabilities for purposes of determining the actuarially determined contributions.

2016: Since the previous valuation, various economic and demographic assumptions have been revised to reflect the results of the experience investigation for the five-year period ending June 30, 2015. The changes adopted by the Board on September 19, 2016, include various demographic and economic assumptions summarized below:

(Continued)

EASTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
NOTES TO REQUIRED SUPPLEMENTARY PENSION INFORMATION
June 30, 2023 and 2022

- Price inflation changed assumed rate from 3.50% to 3.00%.
- Wage inflation changed assumed rate from 4.00% to 3.50%.
- Assumed salary scale adjusted to reflect a decrease of 0.25% in merit and promotion for all ages.
- Assumed rates of withdrawal, disability, retirement, and mortality have been adjusted to more closely reflect experience.
- The discount rate was changed from 4.88% to 4.20%.

2017:

Changes in Assumptions and Benefit Terms Since Prior Measurement Date - The total pension liability as of June 30, 2017 reflects that the assumed municipal bond index rate increased from 3.01% to 3.56%, resulting in a change in the Single Equivalent Interest Rate (SEIR) from 4.20% to 4.49%. The change in the discount rate is considered a change in actuarial assumptions under GASB 68.

2018:

Changes in Assumptions and Benefit Terms Since Prior Measurement Date - The total pension liability as of June 30, 2018 reflects the assumed municipal bond index rate increase from 3.56 percent to 3.89 percent, resulting in a change in the Single Equivalent Interest Rate (SEIR) from 4.49 percent to 7.50 percent. The impact of this change in the discount rate is a change in assumption that is added to expected total pension liability to determine the final total pension liability at June 30, 2018. The total pension liability as of June 30, 2017 reflects the assumed municipal bond index rate increase from 3.01 percent to 3.56 percent, resulting in a change in the Single Equivalent Interest Rate (SEIR) from 4.20 percent to 4.49 percent. The impact of this change in the discount rate is a change in assumption that is added to expected total pension liability to determine the final total pension liability at June 30, 2017.

2019:

Changes in Assumptions and Benefit Terms Since Prior Measurement Date - The TPL as of June 30, 2019 reflects the assumed municipal bond index rate decrease from 3.89 percent to 3.50 percent. The Single Equivalent Interest Rate (SEIR) remained at 7.50 percent. The impact of this change in the discount rate is a change in assumption that is added to expected TPL to determine the final TPL at June 30, 2019.

2020:

Changes in Assumptions and Benefit Terms Since Prior Measurement Date - The TPL as of June 30, 2020 reflects the assumed municipal bond index rate decrease from 3.5 percent to 2.19 percent. The impact of this change in the discount rate is a change in assumption that is added to expected TPL to determine the final TPL at June 30, 2020.

2021:

Changes in Assumptions and Benefit Terms Since Prior Measurement Date -- The total pension liability as of June 30, 2021 reflects the assumed municipal bond index rate decrease from 2.19 percent to 2.13 percent, resulting in a change in the Single Equivalent Interest Rate (SEIR) from 7.50 percent to 7.10 percent. The impact of this change in the discount rate is a change in assumption that is added to expected total pension liability to determine the final total pension liability at June 30, 2021.

(Continued)

EASTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
NOTES TO REQUIRED SUPPLEMENTARY PENSION INFORMATION
June 30, 2023 and 2022

2022:

Changes in Assumptions and Benefit Terms Since Prior Measurement Date -- On January 1, 2022, KTRS introduced KTRS Tier 4 for new members starting membership after January 1, 2022. Tier 4 is a comprehensive retirement plan that includes a foundational benefit, a supplemental benefit which is a savings component, and retiree health insurance.

EASTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULE OF THE UNIVERSITY'S PROPORTIONATE SHARE OF THE NET OPEB LIABILITY
(in thousands)
June 30, 2023, 2022, 2021, 2020, 2019 and 2018

| | <u>2023</u> | <u>2022</u> | <u>2021</u> | <u>2020</u> | <u>2019</u> | <u>2018</u> |
|---|------------------|------------------|------------------|------------------|------------------|------------------|
| KERS – Non-Hazardous | | | | | | |
| University's proportion of the net OPEB liability | 0.50% | 1.04% | 0.64% | 1.07% | 1.45% | 1.75% |
| University's proportionate share of the net OPEB liability | \$ 11,036 | \$ 23,624 | \$ 16,174 | \$ 23,948 | \$ 34,368 | \$ 44,378 |
| University's covered payroll | \$ 5,081 | \$ 4,694 | \$ 8,979 | \$ 15,504 | \$ 24,966 | \$ 26,630 |
| University's proportionate share of the net OPEB liability as a percentage of its covered payroll | 217.19% | 503.32% | 180.13% | 154.46% | 137.66% | 166.65% |
| Plan fiduciary net position as a percentage of the total OPEB liability | 38.15% | 38.38% | 29.47% | 30.92% | 27.32% | 24.40% |
| KERS – Hazardous | | | | | | |
| University's proportion of the net OPEB liability | 0.72% | 0.71% | 0.70% | 0.72% | 0.63% | 0.64% |
| University's proportionate share of the net OPEB liability (asset) | \$ 55 | \$ (82) | \$ 299 | \$ (194) | \$ (208) | \$ 39 |
| University's covered payroll | \$ 1,312 | \$ 1,292 | \$ 1,263 | \$ 1,201 | \$ 1,079 | \$ 518 |
| University's proportionate share of the net OPEB liability as a percentage of its covered payroll | 4.16% | (6.32)% | 23.66% | (16.14)% | (19.28)% | 7.53% |
| Plan fiduciary net position as a percentage of the total OPEB liability | 98.72% | 101.85% | 92.42% | 105.29% | 106.83% | 98.80% |
| KTRS – Medical Insurance | | | | | | |
| University's proportion of the net OPEB liability | 1.07% | 0.74% | 0.72% | 0.73% | 0.73% | 0.79% |
| University's proportionate share of the net OPEB liability | \$ 26,486 | \$ 15,947 | \$ 18,073 | \$ 21,503 | \$ 25,293 | \$ 28,232 |
| State's proportionate share of the net OPEB liability associated with the University | <u>1,664</u> | <u>7,171</u> | <u>7,967</u> | <u>9,592</u> | <u>12,379</u> | <u>12,803</u> |
| Total | <u>\$ 28,150</u> | <u>\$ 23,118</u> | <u>\$ 26,040</u> | <u>\$ 31,095</u> | <u>\$ 37,672</u> | <u>\$ 41,035</u> |
| University's covered payroll | \$ 55,836 | \$ 55,404 | \$ 52,805 | \$ 53,396 | \$ 88,822 | \$ 89,975 |
| University's proportionate share of the net OPEB liability as a percentage of its covered payroll | 47.44% | 28.78% | 34.23% | 40.27% | 28.48% | 31.38% |
| Plan fiduciary net position as a percentage of the total OPEB liability | 47.75% | 51.74% | 39.05% | 32.58% | 25.50% | 21.18% |
| KTRS – Life Insurance | | | | | | |
| University's proportion of the net OPEB liability | 1.63% | 1.67% | 1.58% | 1.60% | 1.62% | 1.70% |
| University's proportionate share of the net OPEB liability | \$ 506 | \$ 219 | \$ 548 | \$ 498 | \$ 457 | \$ 373 |
| University's covered payroll | \$ 55,836 | \$ 55,404 | \$ 52,805 | \$ 53,396 | \$ 88,822 | \$ 89,975 |
| University's proportionate share of the net OPEB liability as a percentage of its covered payroll | 0.91% | 0.40% | 1.04% | 0.93% | 0.51% | 0.41% |
| Plan fiduciary net position as a percentage of the total OPEB liability | 73.97% | 89.15% | 71.57% | 73.40% | 75.00% | 79.99% |

* The amounts presented for each fiscal year were determined as of the year end that occurred one year prior.

** This is a ten-year schedule. However, the information in this schedule is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until ten years of information is available.

EASTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
SCHEDULE OF THE UNIVERSITY'S OPEB CONTRIBUTIONS
June 30, 2023, 2022, 2021, 2020, 2019 and 2018

| | <u>2023</u> | <u>2022</u> | <u>2021</u> | <u>2020</u> | <u>2019</u> | <u>2018</u> |
|--|----------------|----------------|----------------|----------------|----------------|----------------|
| KERS – Non-Hazardous | | | | | | |
| Contractually required contribution | \$ 1,242 | \$ 1,382 | \$ 366 | \$ 763 | \$ 1,316 | \$ 1,851 |
| Contributions in relation to the contractually required contribution | <u>(1,242)</u> | <u>(1,382)</u> | <u>(366)</u> | <u>(763)</u> | <u>(1,316)</u> | <u>(1,851)</u> |
| Contribution deficiency (excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| University's covered payroll | \$ 5,081 | \$ 4,694 | \$ 4,972 | \$ 8,979 | \$ 15,504 | \$ 24,966 |
| Contributions as a percentage of covered payroll | 24.45% | 29.44% | 7.36% | 8.50% | 8.49% | 7.41% |
| KERS – Hazardous | | | | | | |
| Contractually required contribution | \$ - | \$ - | \$ 30 | \$ 30 | \$ 30 | \$ 33 |
| Contributions in relation to the contractually required contribution | <u>-</u> | <u>-</u> | <u>(30)</u> | <u>(30)</u> | <u>(30)</u> | <u>(33)</u> |
| Contribution deficiency (excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| University's covered payroll | \$ 1,312 | \$ 1,292 | \$ 1,238 | \$ 1,263 | \$ 1,201 | \$ 1,079 |
| Contributions as a percentage of covered payroll | 0.00% | 0.00% | 2.43% | 2.40% | 2.50% | 3.06% |
| KTRS – Medical Insurance | | | | | | |
| Contractually required contribution | \$ 1,347 | \$ 1,241 | \$ 1,295 | \$ 1,216 | \$ 1,230 | \$ 1,512 |
| Contributions in relation to the contractually required contribution | <u>(1,347)</u> | <u>(1,241)</u> | <u>(1,295)</u> | <u>(1,216)</u> | <u>(1,230)</u> | <u>(1,512)</u> |
| Contribution deficiency (excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| University's covered payroll | \$ 55,836 | \$ 55,404 | \$ 55,693 | \$ 52,805 | \$ 53,396 | \$ 88,822 |
| Contributions as a percentage of covered payroll | 2.41% | 2.24% | 2.32% | 2.30% | 2.30% | 17.02% |
| KTRS – Life Insurance | | | | | | |
| Contractually required contribution | \$ 21 | \$ 17 | \$ 17 | \$ 16 | \$ 16 | \$ 19 |
| Contributions in relation to the contractually required contribution | <u>(21)</u> | <u>(17)</u> | <u>(17)</u> | <u>(16)</u> | <u>(16)</u> | <u>(19)</u> |
| Contribution deficiency (excess) | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> | <u>\$ -</u> |
| University's covered payroll | \$ 55,836 | \$ 55,404 | \$ 55,693 | \$ 52,805 | \$ 53,396 | \$ 88,822 |
| Contributions as a percentage of covered payroll | 0.04% | 0.03% | 0.03% | 0.03% | 0.03% | 0.02% |

* This is a ten-year schedule. However, the information in this schedule is not required to be presented retroactively. Years will be added to this schedule in future fiscal years until ten years of information is available.

** Employer contributions do not include the expected implicit subsidy.

EASTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
NOTES TO REQUIRED SUPPLEMENTARY OPEB INFORMATION
June 30, 2022, 2020, 2019 and 2018

KERS

2017:

Changes in Assumptions and Benefit Terms: Since the prior measurement date, the demographic and economic assumptions have been updated as follows:

- The assumed investment rate of return was decreased from 7.50% to 6.25%.
- The assumed rate of inflation was reduced from 3.25% to 2.30%.
- The salary increase assumption was reduced from 4.00% to 3.05%.
- The payroll growth assumption was reduced from 4.00% to 2.00%.

2018:

Changes in Assumptions and Benefit Terms: Since the prior measurement date, there have been no changes in actuarial assumptions. However, during the 2018 legislative session, House Bill 185 was enacted, which updated the benefit provisions for active members who die in the line of duty. The system shall now pay 100% of the insurance premium for spouses and children of all active members who dies in the line of duty. The total OPEB liability as of June 30, 2018, is determined using these updated benefit provisions.

2019:

Changes in Assumptions and Benefit Terms: For the fiscal year ended June 30, 2020, the KERS Board of Trustees adopted new actuarial assumptions. These assumptions were based on an actuarial experience study for the period ending June 30, 2018. Key changes include replacing the base retiree mortality tables with a KERS-specific mortality table developed using the actual mortality experience of non-disabled retirees in KERS. Mortality tables for disabled retirees and active members were updated with Public Retirement Mortality tables. In addition, termination rates and rates of disability incidence were increased. Retirement rates were decreased slightly for members with a participation date prior to July 1, 2003. For members with a participation date on or after July 1, 2003, retirement rates were set equal to 80% of the retirement rates applicable for the pre-July 1, 2003 participants for ages below 65.

House Bill 1, which passed during the 2019 special legislative session, allows certain employers in the non-hazardous plan to elect to cease participating in the system as of June 30, 2020. Since employer's elections were unknown at the time of the actuarial valuation and the legislation was enacted after the June 30, 2019 measurement date, no adjustments were made to the Total OPEB Liability to reflect this legislation.

House Bill 265, which passed during the 2018 legislative session, allowed certain employers within the non-hazardous plan to contribute less than the actuarially determined contribution in the 2018/2019 fiscal year. Since this is not expected to be an ongoing contribution reduction, determining the non-hazardous employers' proportionate share based on the employers' actual contributions would not be reflective of the employers' long-term contribution effort. Instead, the proportionate share calculations for employers of the non-hazardous plan were based on the employers' covered payroll provided for fiscal year ending June 30, 2019, which would result in the same proportionate share allocation if all participating employers contributed the same rate.

(Continued)

EASTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
NOTES TO REQUIRED SUPPLEMENTARY OPEB INFORMATION
June 30, 2022, 2020, 2019 and 2018

KERS (Continued)

2020:

Changes in Assumptions and Benefit Terms: For the fiscal year ended June 30, 2021, the assumed increase in future health care costs was reviewed during the June 30, 2019 valuation process and was updated to better reflect more current expectations relating to anticipated future increases in the medical costs. The June 30, 2020 actuarial information reflects the anticipated savings from the repeal of the "Cadillac Tax" and "Health Insurer Fee", which occurred in December of 2019. The assumed load on pre-Medicare premiums to reflect the cost of the Cadillac Tax was removed and the Medicare premiums were reduced by 11 percent to reflect the repeal of the Health Insurer Fee.

2021:

House Bill 8, passed in the 2021 legislative session, changed how employers contributions are allocated in the KERS Non Hazardous plan. The change does not impact the total post-employment liability but does impact the amount of liability allocated to some employers. Several employers will see a significant increase in the allocation percentage of the total post-employment benefits liability.

2022:

Changes in Assumptions: Non-Hazardous - The single discount rate increased from 5.26% to 5.72%.

Hazardous – The single discount rate increased from 5.01% to 5.59%.

KTRS

2017:

Changes to benefit terms: Medical Insurance: With the passage of House Bill 471, the eligibility for non-single subsidies (NSS) for the KEHP-participating members who retired prior to July 1, 2010 is restored, but the State will only finance, via its KEHP "shared responsibility" contributions, the costs of the NSS related to those KEHP-participating members who retired on or after July 1, 2010.

2018:

Changes of benefit terms – For the Life Insurance Plan, changes in assumptions or benefit terms as of June 30, 2019 included a change to the investment rate of returns, municipal bond index rate, discount rate, and single equivalent interest rate noted in the table above. For the Medical Insurance Plan, with the passage of House Bill 471, the eligibility for non-single subsidies (NSS) for the KEHP-participating members who retired prior to July 1, 2010 is restored, but the state will only finance, via its KEHP "Shared Responsibility" contributions, the costs of the NSS related to those KEHP-participating members who retired on or after July 1, 2010. This change occurred in the prior year, while there were no other changes in the current year.

2019:

Changes of assumptions – Medical Insurance Plan: The healthcare cost trend rate for Pre-65 decreased from 7.75 percent to 7.50 percent and Post-65 decreased from 5.75 percent to 5.50 percent. Medicare Part B premiums increased to 2.63 percent from 0.0 percent. The municipal bond index rate decreased from 3.89 percent to 3.50 percent.

(Continued)

EASTERN KENTUCKY UNIVERSITY
REQUIRED SUPPLEMENTARY INFORMATION
NOTES TO REQUIRED SUPPLEMENTARY OPEB INFORMATION
June 30, 2022, 2020, 2019 and 2018

Changes of assumptions – Life Insurance Plan: The municipal bond index rate decreased from 3.89 percent to 3.50 percent.

2020:

Changes of assumptions – Medical Insurance Plan: The healthcare cost trend rate for Pre-65 decreased from 7.50 percent for fiscal year 2020 to 7.25 percent for fiscal year 2021 and Post-65 decreased from 5.50 percent for fiscal year 2020 to 5.25 percent for fiscal year 2021. Medicare Part B premiums increased to 6.49 percent for fiscal year 2021 from 2.63 percent for fiscal year 2020. The municipal bond index rate decreased from 3.50 percent to 2.19 percent.

Changes of assumptions – Life Insurance Plan: The municipal bond index rate decreased from 3.50 percent to 2.19 percent.

2021:

Changes of assumptions – Medical Insurance Plan: The municipal bond index rate decreased from 2.19 percent to 2.13 percent.

Changes of assumptions – Medical Insurance Plan: The single equivalent interest rate (SEIR) decreased from 7.50 percent to 7.10 percent.

Changes of assumptions – Life Insurance Plan: The municipal bond index rate decreased from 2.19 percent to 2.13 percent.

Changes of assumptions – Life Insurance Plan: The single equivalent interest rate (SEIR) decreased from 7.50 percent to 7.10 percent.



Eastern Kentucky University

Financial Update

November 15, 2023

Budget to Actual Summary

* Preliminary / Draft - Unaudited

| September 30, FY 2023-24 | | Revenue | | | Expense | | |
|-----------------------------|---------------------------|----------------|---------------------|---------------------------|----------------|---------------------|---------------------------|
| Fund | Revised Revenue Budget | Actual Revenue | Percent Realized | Revised Expense Budget | Actual Expense | Percent Realized | Change in Net Position |
| Education & General | 262,535,999 | 110,390,157 | 42.05% | 262,535,999 | 79,475,512 | 30.27% | 30,914,646 |
| Auxiliary | 27,617,789 | 14,372,463 | 52.04% | 27,617,789 | 6,769,864 | 24.51% | 7,602,598 |
| Total | 290,153,788 | 124,762,620 | 43.00% | 290,153,788 | 86,245,376 | 29.72% | 38,517,244 |

| September 30, FY 2022-23 | | Revenue | | | Expense | | |
|-----------------------------|---------------------------|----------------|---------------------|---------------------------|----------------|---------------------|---------------------------|
| Fund | Revised Revenue Budget | Actual Revenue | Percent Realized | Revised Expense Budget | Actual Expense | Percent Realized | Change in Net Position |
| Education & General | 259,622,330 | 100,136,958 | 38.57% | 259,622,330 | 75,729,738 | 29.17% | 24,407,220 |
| Auxiliary | 24,975,245 | 12,875,521 | 51.55% | 24,975,245 | 6,331,800 | 25.35% | 6,543,721 |
| Total | 284,597,575 | 113,012,480 | 39.71% | 284,597,575 | 82,061,538 | 28.83% | 30,950,941 |

E & G Revenue by Classification

** Preliminary / Draft - Unaudited*

| Revenue Source | FY 2023-24 | | | FY 2022-23 | | | Variance |
|-----------------------------------|----------------|-------------|------------------|----------------|-------------|------------------|------------|
| | Revised Budget | Actual | Percent Realized | Revised Budget | Actual | Percent Realized | |
| Tuition & Class Fees | 156,077,335 | 80,028,274 | 51.27% | 146,070,722 | 74,950,611 | 51.31% | 5,077,663 |
| State Appropriations | 76,660,200 | 22,998,100 | 30.00% | 79,251,800 | 23,835,400 | 30.08% | (837,300) |
| Government Grants & Contracts | 2,463,264 | 409,637 | 16.63% | 2,450,000 | 150,263 | 6.13% | 259,374 |
| Private Gifts, Grants & Contracts | 9,465,408 | 511,701 | 5.41% | 715,309 | 274,338 | 38.35% | 237,363 |
| Educational Sales & Services | 8,520,599 | 5,209,185 | 61.14% | 7,130,694 | 730,897 | 10.25% | 4,478,288 |
| Other Sources | 9,349,193 | 1,233,260 | 13.19% | 24,003,805 | 195,449 | 0.81% | 1,037,811 |
| Total | 262,535,999 | 110,390,157 | 42.05% | 259,622,330 | 100,136,958 | 38.57% | 10,253,199 |

E & G Expense by Classification

* Preliminary / Draft - Unaudited

| Expense Classification | FY 2023-24 | | | FY 2022-23 | | | Variance |
|----------------------------------|----------------|------------|------------------|----------------|------------|------------------|-----------|
| | Revised Budget | Actual | Percent Realized | Revised Budget | Actual | Percent Realized | |
| Instruction | 90,654,659 | 19,491,710 | 21.50% | 89,369,307 | 18,684,594 | 20.91% | 807,117 |
| Research | 54,606 | 56,024 | 102.60% | 362,693 | 54,054 | 14.90% | 1,970 |
| Public Service | 1,472,559 | 348,218 | 23.65% | 1,585,355 | 354,899 | 22.39% | (6,682) |
| Academic Support & Libraries | 25,853,776 | 7,065,306 | 27.33% | 26,727,160 | 6,599,050 | 24.69% | 466,256 |
| Student Services | 26,359,631 | 7,125,816 | 27.03% | 25,424,967 | 6,316,319 | 24.84% | 809,496 |
| Institutional Support | 52,020,132 | 15,001,524 | 28.84% | 50,039,006 | 15,157,742 | 30.29% | (156,218) |
| Operation & Maintenance of Plant | 24,696,530 | 6,704,816 | 27.15% | 24,606,792 | 6,172,693 | 25.09% | 532,123 |
| Scholarships & Fellowships | 41,424,106 | 23,682,097 | 57.17% | 41,507,049 | 22,390,387 | 53.94% | 1,291,710 |
| Total | 262,535,999 | 79,475,512 | 30.27% | 259,622,330 | 75,729,738 | 29.17% | 3,745,773 |

Budget to Actual Summary – Primary Auxiliaries

* Preliminary / Draft - Unaudited

| September 30, FY 2023-24 | Revenue | | | Expense | | | Change in Net Position |
|------------------------------|--------------------|------------|---------------------|--------------------|-----------|---------------------|---------------------------|
| | Revised Revenue | Actual | Percent Realized | Revised Expense | Actual | Percent Realized | |
| Auxiliary Unit | | | | | | | |
| Campus Recreation Center | 1,722,000 | 838,063 | 48.67% | 1,722,000 | 467,664 | 27.16% | 370,399 |
| Housing | 22,520,042 | 11,609,150 | 51.55% | 22,520,042 | 5,335,737 | 23.69% | 6,273,413 |
| Parking Operations | 1,624,950 | 1,294,313 | 79.65% | 1,624,950 | 498,400 | 30.67% | 795,913 |
| University Club at Arlington | 1,750,797 | 630,937 | 36.04% | 1,750,797 | 468,062 | 26.73% | 162,874 |
| Total | 27,617,789 | 14,372,463 | 52.04% | 27,617,789 | 6,769,864 | 24.51% | 7,602,598 |

| September 30, FY 2022-23 | Revenue | | | Expense | | | Change in Net Position |
|------------------------------|--------------------|------------|---------------------|--------------------|-----------|---------------------|---------------------------|
| | Revised Revenue | Actual | Percent Realized | Revised Expense | Actual | Percent Realized | |
| Auxiliary Unit | | | | | | | |
| Campus Recreation Center | 1,651,850 | 811,422 | 49.12% | 1,651,850 | 269,690 | 16.33% | 541,732 |
| Housing | 20,301,961 | 10,210,896 | 50.30% | 20,301,961 | 5,342,032 | 26.31% | 4,868,864 |
| Parking Operations | 1,400,000 | 1,245,809 | 88.99% | 1,400,000 | 218,347 | 15.60% | 1,027,462 |
| University Club at Arlington | 1,621,434 | 607,393 | 37.46% | 1,621,434 | 501,730 | 30.94% | 105,663 |
| Total | 24,975,245 | 12,875,521 | 51.55% | 24,975,245 | 6,331,800 | 25.35% | 6,543,721 |

Actual Performance Comparison – Primary Auxiliaries

| <i>* Preliminary / Draft - Unaudited</i> | | Change in Net Position | | |
|--|--|------------------------|------------|-----------|
| Auxiliary Unit | | FY 2023-24 | FY 2022-23 | Variance |
| Campus Recreation Center | | 370,399 | 541,732 | (171,334) |
| Housing | | 6,273,413 | 4,868,864 | 1,404,548 |
| Parking Operations | | 795,913 | 1,027,462 | (231,549) |
| University Club at Arlington | | 162,874 | 105,663 | 57,212 |
| Total | | 7,602,598 | 6,543,721 | 1,058,877 |

Questions?



www.eku.edu



*Faculty Senate
Report of the Faculty Senate Chair
to the Board of Regents
November 15, 2023*

The Faculty Senate met in person on September 11th and via Zoom on October 2nd. Here are some highlights of our fall activities:

- The Faculty Senate co-sponsored an event with the Faculty Center for Teaching and Learning (FCT&L) on September 19th: "Lets Collaborate: Transdisciplinary Opportunities at ECU for Your Program and Students." We partnered with ECU Honors, ECU Graduate Profile, and the Office of Advising and Career Services. The event was well attended and generated a variety of ideas for potential collaborations.
- Vice Chair Blair discussed the recent work of the Welfare Committee at the fall forum sponsored by the AAUP on October 5th.
- We now have an anonymous virtual suggestion box on the Faculty Senate website: https://success.eku.edu/register/faculty_feedback#_ga=2.180267748.1744507794.1694338296-716225879.1691024679. Vice Chair Blair and I are reading all of the comments that we receive and forwarding concerns to the appropriate individuals as needed. For example, some building-related issues were resolved after they were shared with Associate Vice President Makinen. One suggestion regarding student commencement speakers was well received by Assistant Provost Carpenter.
- Vice Chair Blair and I are serving on the 8KBY28 working group, which is drafting some initial plans for increasing the number of online students enrolled at ECU to 8000 by 2028.
- Vice Chair Blair and I also served on the drafting team tasked with updating the Faculty Grievances Regulation.
- Various faculty members and I joined President McFaddin for a successful Lunch and Learn event on October 30th. The President answered questions and led a productive discussion.
- Faculty Senate committees have begun working on their charges and will provide reports in the spring. The Faculty Rights and Responsibilities Committee is doing some particularly critical work this year by investigating shared governance at other institutions and examining the role of faculty in decision-making processes at ECU over time.

Regent Marion, Vice Chair Blair, and I had a “Problem Solvers” meeting with the Provost in September. Topics of discussion included the following:

- Areas in which Faculty Senate officially has input
- Issues impacting a couple of specific departments
- Parental leave policy
- Slate advising system
- Student worker positions
- Timing of rolling summer grades
- College recruiters
- Space relocation concerns
- Chautauqua Lecture Series

We received an update on a past Problem Solvers topic from Holly Argo of the Graduate School. Some adjustments have been made to the English language requirement and the declaration of finances requirement that have the potential to aid in the recruitment of international students.

Provost Zeigler and the Office of Human Resources helped me to acquire a data set that contains information on faculty turnover. The data will be analyzed by a couple of faculty members with statistical expertise from different colleges: Dr. Kerem Ozan Kalkan from the College of Letters, Arts, and Social Sciences; and Dr. Samuel Kakraba from the College of Science, Technology, Engineering, and Mathematics. Provost Zeigler and I plan to present a summary at the next Board of Regents meeting.

Thank you for your time and attention.

Sincerely,
Lisa W. Kay
Chair, Faculty Senate



STAFF COUNCIL

Staff Council Report for the Board of Regents 11.15.23

Thank you for allowing me to provide you with this written report on behalf of Staff Council.

Staff Council had a wonderful time celebrating ECU's homecoming week this fall. We held our annual ECU Homecoming Door decorating competition, which was a success. A big congratulations to Manchester Regional Campus for "The Best Nights are Spent Under Colonel Lights!" door winning to Division of Student Affairs for placing second and to our Dean of Students Office for coming in third. There were many creative and fun ideas, and we enjoyed highlighting those to our community through social media. Staff Council also had a wonderful time participating in the Friday night parade.

Based on the feedback we received from our Staff Council annual survey, Staff Council partnered with University Counsel and the Center for Student Accessibility to host a Lunch and Learn session regarding the Animals on Campus Policy. There was meaningful dialogue as well as questions asked during the session. We are hoping to continue offering Lunch and Learn sessions on topics our ECU employees want to learn more about.

We continue to receive positive feedback about our Staff Council Trivia Nights, so we are continuing to host those throughout the fall. We hosted Trivia at Dreaming Creek in October and have another night planned at the Paddy Wagon on November 9th. This event is such a fantastic way to engage our employees and show support for our community by hosting trivia at local establishments.

On Saturday, November 4th, Staff Council is partnering with athletics to host an ECU staff appreciation football game. We are setting up a table in the Colonel Courtyard during tailgate to provide pom-poms and other Staff Council promotional item and will be cheering the Colonels on from the Cabin on the Hill with fellow staff members.

We currently have eight open seats from members who have left the university, resigned their seat on the council or are up for reelection. The call for nominations was sent and we have several employees interested in joining Staff Council. Elections will be held at the beginning of November through myEKU, and I hope to be able to provide the names of our new members at the next meeting.

Thank you, Chairman Eaves, President McFaddin, and members of the board for your time.

Respectfully submitted,
10.27.23
Dr. Caelin Scott

November 2023 Board Report: Student Regent Ritchie

The Student Government Association has done a lot of great things since our August meeting. As the semester winds down, SGA is working harder than ever to make sure that all students can have an eventful end to their fall semester and create excitement for the spring semester.

Our student Senate recently went through RSO appropriations. RSO appropriations is a way for SGA to help other student organizations that need some extra money to continue their operations. This year we gave away a total of \$33,173.47 to 21 different registered student organizations. At the time of writing this, there has been 1 piece of legislation passed which was to make a public statement that SGA does not support the removal of the MA of History program. More legislation is being written now so I should have more by the next meeting.

Our executive team recently appointed a Director of Engaging Issues, Kyra Mills. Kyra will hold this position for the rest of the year and will handle things such as diversity, inclusion, sustainability, and mental health. Currently Kyra is working on setting up mental health week which will happen in the spring.

Finally, our Campus Activities Board has had amazing events this semester. We have helped E3 put on 3 amazing concerts and shows like Lil Jon, Glorilla, and Wild 'n Out. We have also put on some great events such as our annual colonel corn roast and a welcome back bingo night. Our Campus Activities Board is currently planning for midnight breakfast to wrap up the semester and the theme for that will be the wild west.

It has been a very busy semester and SGA is not slowing down now. We still have great things planned for the semester and next semester. I am very excited to meet with you all again next semester to tell you how much more we have accomplished.

EKU POLICIES & REGULATIONS REPORT

The following regulations were approved at the executive level during the Fall 2023 Semester, after proceeding through the University vetting process. Other regulations are in development, and their progress is noted in this report as well. Pursuant to University Policy 1.1.1, the Board of Regents retains full Policy making authority, and delegates to the President the authority to approve internally developed Regulations. During the Fall 2023 semester, the President approved revisions to Academic and Administrative Regulations, as well as a new Administrative Regulation, all of which were vetted by University stakeholders. These designated stakeholders included University Counsel, the Provost and the Provost Council, the President's Cabinet, and the Executive Director of Human Resources. Regulations are posted University-wide for comment and distributed to Faculty Senate and Staff Council as information items.

For efficiency purposes on an as-needed basis, the University Policy Designee may make non-substantive or editorial changes to University Policies and Regulations. Additionally, the Policy Designee, with University Counsel's approval, may revise an existing policy or regulation, when necessary, to ensure compliance with the law or any accrediting body. No editorial revisions or legal updates were made during the Fall 2023 Semester.

Copies of these regulations are available upon request.

SUBSTANTIVE CHANGES

Effective: August 31, 2023

Administrative Regulation 1.6.2, Substantive Changes, was recently revised to reflect the breadth of changes to academic programming, as well as institution-wide changes, which the regulation is meant to encompass. Previously listed as an Academic Regulation (4.3.3, Substantive Change to Academic Programming), this regulation was reclassified as an Administrative one in recognition that these potential academic substantive changes often apply university-wide and can occur at an institutional level, rather than just at the academic program level. The Regulation more accurately lists what constitutes a substantive change and simplifies the notification and approval process one must adhere to in order for the University to maintain its good standing with the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) as well as other accreditors.

WEB GOVERNANCE

Effective: August 31, 2023

In response to internal changes following the migration of University web sites from Drupal content management system (CMS) to WordPress CMS, this Administrative Regulation was revised to more accurately reflect Communications and Brand Management processes. This revision rectifies factual inaccuracies due to web development since the last revision, and the new language highlights how these changes have impacted internal management and accountability for the University's web content.

SPACE UTILIZATION

Effective: September 27, 2023

With the goal of transforming EKU's campus so that our students, faculty, and staff have the best opportunities for growth and achievement, the Space Utilization Regulation focuses on creating a comprehensive space analysis so University space resources can be used most effectively and purposefully. As space is a valuable but fluid resource, this undertaking involves continuously researching and evaluating our University space needs, which may vary between department and unit. Tracking this information will provide for the best short- and long-term assignment of operational University spaces. The Office of Space Utilization has been identified to support the University in completing this task. This Regulation also distinguishes the additional protocols required for reservation of event and meeting spaces, as discussed in [Administrative Regulation 7.1.1, Scheduling of University Facilities](#)

IN PROGRESS

CONTRACT REVIEW, APPROVAL, AND EXECUTION REGULATION

Stage in Development: Posted for 10-Day Public Comment

To fulfill the University's teaching, research, and service functions, it may be necessary to enter into legally binding agreements with other entities and external parties, including individuals and governmental entities. The purposes of this regulation are to ensure that University contracts are reviewed and executed following the appropriate University procedures, and that business units have the tools, resources, and as appropriate signatory authority needed to assess risk, and enter into contracts that best serve the University.

FACULTY GRIEVANCES

Stage in Development: Posted for 10-Day Public Comment

A revision of the Faculty Grievances regulation has begun in order to establish the parameters of the Faculty Grievance process itself, as well as to more clearly define what constitutes a grievance, so that the process works more efficiently and effectively for those parties involved.

SOCIAL MEDIA COMMUNICATIONS

Stage in Development: Posted for 10-Day Public Comment

This Regulation is being revised to highlight a few changes Communications and Brand Management (CBM) have implemented since the distribution of the ECU Brand Guide. These revisions are meant to re-educate the campus community about the processes for establishing and running University-affiliated accounts, as well provide more clarity on best-practices for employees using their personal social media accounts.

TELEWORKING

Stage in Development: Drafting

The Teleworking Regulation is being edited to incorporate Remote Work as well to distinguish between these two distinct working arrangements and positions.

CONSULTING AND OUTSIDE ACTIVITIES

Stage in Development: Drafting

In recognition of the potential for University employees to engage in consulting or related outside activities, and the benefit this creates for both employees and the University, the Consulting and Outside Activities regulation is being updated to incorporate approval protocols which will apply to both faculty and staff.

CAMPAIGNING ACTIVITY OF EMPLOYEES

Stage in Development: Drafting

This Administrative Regulation is being revised to clarify and expand upon the Campaigning Activity of Employees, to encompass broader political activities of University employees as well.

STUDENT ORGANIZATIONS/REGISTERED STUDENT ORGANIZATION BANKING

Stage in Development: Drafting Team Formation

For purposes of consistency, and to reflect changing practices in how Registered and Voluntarily Affiliated Student Organizations operate on campus due to updated regulatory requirements, the

Student Organizations and Registered Student Organization Banking regulations shall be revised in tandem.

SURVEY REGULATION

Stage in Development: Drafting

Eastern Kentucky University recognizes the importance of gathering valuable feedback and data from its students, faculty, and staff through surveys. Institutional data can provide valuable insight necessary for planning, policy formation, and decision making within the University. The purpose of this regulation is to establish guidelines for the administration, conduct, and use of surveys within the institution to ensure ethical, efficient, and effective survey practices.

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

**August 16, 2023
9:00 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 August 16, 2023, at 9:03 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
Ms. Laura Babbage
Mr. Jeremiah Duerson
Mr. Alan Long
Dr. Jason Marion
Mr. Edwin Orange
Mr. Camden Ritchie
Ms. Lynn Taylor Tye
Mr. Vase Vasudevan
Mr. Ashley Ward

Absent

Mr. Juan Castro

II. Swearing in

Mr. Vasu Vasudevan, a prior member of the Board of Regents, was again appointed by Governor Andy Beshear to serve on the EKV Board of Regents. Mr. Vasudevan was formally administered the oath of office by Dana Fohl, University Counsel.

Following the reappointment of Regent Vasudevan, the Chair called for the election of Board Secretary, Treasurer, and Vice Chair. Regent Tye made a motion to nominate Alan Long

for Vice Chair, Jeremiah Duerson for Board Secretary, and Barry Poynter for Treasurer. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

III. Information Items

A. University Reports

1. Mary Beth Neiser, Development Update

President McFaddin indicated that Mary Beth Neiser, Vice President of University Development and Alumni Engagement could not be present but indicated that he will make introductions to the board at a later date.

2. Dr. Bryan Makinen, Construction Update

Dr. Bryan Makinen, Associate Vice President for Facilities & Public Safety, gave a project overview of recently completed projects as well as continuing and upcoming projects across campus. The presentation is incorporated herein and will be included with the official copy of the minutes.

3. Dr. Sara Zeigler, Academic Affairs Update

Dr. Sara Zeigler, Provost, and Senior Vice President for Academic Affairs offered an update which included the Provost's Internship Program for 2023, the New Faculty Orientation that took place in early August, an Academic Program Review, and the Fall 2023 Teaching Symposium which addressed General Artificial Intelligence (AI) in Education. The presentation is incorporated herein and will be included with the official copy of the minutes.

4. Mr. Barry Poynter, Financial Update

Mr. Barry Poynter, Senior Vice President for Finance and Administration, presented a preliminary financial update as of June 30, 2023, as the year was still being closed and the year-end audit was still ongoing. The presentation is incorporated herein and will be included with the official copy of the minutes.

5. Dr. Tanlee Wasson and Dr. Dannie Moore, Student Success & Student Life Update

Dr. Tanlee Wasson, Senior Vice President for Student Success, Engagement, and opportunity, offered an update including Fall 2023 highlights, recruitment efforts, enrollment, and freshman retention.

Dr. Dannie Moore, Vice President of Student Affairs, gave an update explaining the importance of One Eastern and efforts to continue to make students feel welcome once they are on campus. He touched on move-in activities and residence halls updates, Big E Welcome, concerts, and upcoming event announcements. The presentation is incorporated herein and will be included with the official copy of the minutes.

[The Chair adjourned for a recess at 10:42 a.m. The meeting reconvened at 11:00 a.m.]

6. Mr. Matt Roan, J.D., Athletics Update

Mr. Matt Roan, Vice President and Director of Athletics, gave an update which included a speaking engagement for the student athletes from Kenny Davis, who was the captain of the 1972 U.S. Men's Basketball National Team that competed in the Olympic Games in Munich, Germany. In addition, Mr. Roan reported on the opening of the competition season and shared information on the upcoming pep rally to be held in downtown Richmond the evening of September 15th, the night before the home football opener.. The presentation is incorporated herein and will be included with the official copy of the minutes.

7. Committee Reports, Mike Eaves J.D., Chair

Chair Eaves indicated there were no committee reports.

B. Additional Reports to the Board

1. Written Reports

i. Dr. Lisa Kay, Faculty Senate Chair

Dr. Kay submitted a written report to the board, which was included in the agenda.

ii. Dr. Caelin Scott, Chair of Staff Council

Dr. Scott submitted a written report to the board, which was included in the agenda.

iii. Mr. Camden Ritchie, Student Government Association President

Mr. Ritchie submitted a written report to the board, which was included in the agenda.

iv. Dana Fohl, J.D., Policies and Regulations Report

Ms. Fohl submitted a written report to the board, which was included in the agenda.

2. Dr. David T. McFaddin, President

President David McFaddin gave a report centered around his convocation presentation on FOCUS, a copy of which is incorporated herein and will be included with the official copy of the minutes.

3. Mr. Mike Eaves, Chair of the Board Report

Chair Eaves did not have a report to share with the board.

IV. Action Items

A. 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 Long to approve the consent agenda. The motion was seconded by Regent Tye. The motion passed unanimously by voice vote.

- i. Approval of the Minutes for the Full Board Meeting on May 24, 2023, and the Special Meeting on June 23, 2023
- ii. Approval of the Personnel Actions
- iii. Approval of Policy Updates for Model Lab School
- iv. Approval of Degree Candidates for Fall 2023

B. Recommendations for Promotion and Tenure

Provost Zeigler presented to the board the Recommendations for Promotion and Tenure, a copy of which is incorporated herein and will be included with the official copy of the minutes.

A motion was made by Regent Babbage to approve the Recommendations for Promotion and Tenure. The motion was seconded by Regent Orange. The motion passed unanimously by voice vote.

C. Approval of the Regional University Endowed Trust Fund Matches

President McFaddin addressed the board seeking approval of the Regional University Endowed Trust Fund Matches, a copy of which is incorporated herein and will be included with the official copy of the minutes.

A motion was made by Regent Duerson to approve the Regional University Endowed Trust Fund Matches. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

D. Approval to Raze Brassfield Road Farmhouse

Barry Poynter addressed the board seeking approval to surplus and raze the Brassfield Road Farmhouse. A copy of the request is incorporated herein and will be included with the official copy of the minutes.

A motion was made by Regent Long to surplus and raze the Brassfield Road Farmhouse. The motion was seconded by Regent Ward. The motion passed unanimously by roll-call vote.

E. Approval of EKU appointee to the Madison County Airport Board

President McFaddin addressed the board seeking approval to reappoint Colleen Chaney, Chief of Staff and Chief Communication Officer, to the Madison County Airport Board, a copy of which is incorporated herein and will be included with the official copy of the minutes.

A motion was made by Regent Duerson to approve the reappointment of Colleen Chaney to the Madison County Airport Board. The motion was seconded by Regent Ward. The motion passed unanimously by roll-call vote.

V. New Business

There was no new business to report.

VI. Executive Session

No Executive Session was needed.

VII. Adjournment

There being no further business, Chair Eaves called for a motion to adjourn. A motion was made by Regent Long. The motion was seconded by Regent Ward. The motion passed unanimously by voice vote. The meeting adjourned the meeting at 12:02 pm.

Jeremiah Duerson, Board Secretary

Date

**Minutes of a Special Called Meeting
Eastern Kentucky University
Board of Regents**

**October 16, 2023
9:00 a.m.**

Via Video Teleconference

I. Call to Order

A special called meeting of the Eastern Kentucky University Board of Regents convened on October 16, 2023, via video teleconference at 9:03 a.m. Chair Eaves called the meeting to order. The roll was called, and a quorum was established.

Present Via Video Conference

Mr. Mike Eaves
Mr. Jeremiah Duerson
Mr. Michael Garland
Mr. Alan Long
Dr. Jason Marion
Mr. Edwin Orange
Mr. Camden Ritchie
Mr. Vasu Vasudevan

Absent

Ms. Laura Babbage
Ms. Lynn Taylor Tye
Mr. Ashley Ward

II. Swearing In

A. Mr. Michael Garland was appointed by Governor Andy Beshear to serve a six-year term on the EKU Board of Regents. Mr. Garland was formally administered the oath of office by Dana Fohl, University Counsel.

III. Action Items

A. Re-elect Vice Chair, Board Secretary, and Treasurer

Chair Eaves entertained a motion for the re-election of Vice Chair, Board Secretary, and Treasurer. A motion was made by Regent Marion to retain the existing officers Regent Alan Long as Vice Chair, Regent Jeremiah Duerson as Secretary, and Barry Poynter as Treasurer. The motion was seconded by Regent Orange. The motion passed unanimously by voice vote.

IV. Adjournment

There being no further business, Chair Eaves entertained a motion to adjourn. A motion was made by Regent Duerson to adjourn. The motion was seconded by Regent Vasudevan. The motion passed unanimously by voice vote. The meeting adjourned at 9:08 a.m.

Jeremiah Duerson, Board Secretary

Date

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

| Job Category | Institutional | | | Sponsored Contract/Grant | | |
|----------------------|-----------------|---------------|-----------------|--------------------------|--------------|-----------------|
| | Total Employees | | Employee +/- | Total Employees | | Employee +/- |
| | 2023 | 2022 | | 2023 | 2022 | |
| Full-Time Faculty | 559 | 568 | (9) | 2 | 2 | - |
| Administrators/Deans | 51 | 45 | 6 | 1 | 2 | (1) |
| Full-Time Exempt | 600 | 569 | 31 | 110 | 118 | (8) |
| Full-Time Non-Exempt | 312 | 326 | (14) | 17 | 20 | (3) |
| Total: | 1,522 | 1,508 | 14 | 130 | 142 | (12) |
| Job Category | Total Salary | | Budget +/- | Total Salary | | Budget +/- |
| | 2023 | 2022 | | 2023 | 2022 | |
| | 2023 | 2022 | | 2023 | 2022 | |
| Full-Time Faculty | \$ 39,295,414 | \$ 38,970,985 | \$ 324,429 | \$ 107,850 | \$ 90,930 | \$ 16,920 |
| Administrators/Deans | \$ 7,135,562 | \$ 6,116,397 | \$ 1,019,165 | \$ 92,749 | \$ 171,615 | \$ (78,866) |
| Full-Time Exempt | \$ 34,737,117 | \$ 32,248,834 | \$ 2,488,283 | \$ 5,797,330 | \$ 6,092,260 | \$ (294,930) |
| Full-Time Non-Exempt | \$ 12,218,434 | \$ 12,082,343 | \$ 136,091 | \$ 659,861 | \$ 732,147 | \$ (72,286) |
| Total: | \$ 93,386,527 | \$ 89,418,559 | \$ 3,967,968 | \$ 6,657,790 | \$ 7,086,952 | \$ (429,162) |

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

| Job Category | Institutional | | | Sponsored Contract/Grant | | |
|----------------------|-----------------|--------------|-----------------|--------------------------|------------|-----------------|
| | Total Employees | | Employee +/- | Total Employees | | Employee +/- |
| | 2023 | 2022 | | 2023 | 2022 | |
| Part-Time Faculty | 486 | 487 | (1) | - | - | - |
| Graduate Assistants | 180 | 192 | (12) | 4 | 3 | 1 |
| Part-Time Exempt | 111 | 78 | 33 | 3 | 18 | (15) |
| Part-Time Non-Exempt | 237 | 195 | 42 | 16 | 21 | (5) |
| Total: | 1,014 | 952 | 62 | 23 | 42 | (19) |
| Job Category | Total Salary | | Budget +/- | Total Salary | | Budget +/- |
| | 2023 | 2022 | | 2023 | 2022 | |
| | | | | | | |
| Part-Time Faculty | \$ 2,101,499 | \$ 2,030,872 | \$ 70,627 | \$ - | \$ - | \$ - |
| Graduate Assistants | \$ 879,939 | \$ 912,728 | \$ (32,789) | \$ 22,400 | \$ 16,800 | \$ 5,600 |
| Part-Time Exempt | \$ 720,531 | \$ 557,047 | \$ 163,484 | \$ 33,020 | \$ 60,714 | \$ (27,694) |
| Part-Time Non-Exempt | \$ 1,024,660 | \$ 798,833 | \$ 225,827 | \$ 127,024 | \$ 112,750 | \$ 14,274 |
| Total: | \$ 4,726,629 | \$ 4,299,480 | \$ 427,149 | \$ 182,444 | \$ 190,264 | \$ (7,820) |

New Hires August 1, 2023 - October 31, 2023

| <u>Last Name</u> | <u>First Name</u> | <u>New Hire</u> | <u>Position Title</u> | <u>Department</u> | <u>Category</u> | <u>Salary</u> |
|------------------|-------------------|-----------------|--------------------------|-------------------------------|------------------|---------------|
| Anto | Sandra | 9/16/2023 | Teacher | Model Laboratory School | FT Faculty | \$63,692 |
| Binion | Stefanie | 8/1/2023 | Assistant Professor | Social Work | FT Faculty | \$56,000 |
| Brito | Sara | 8/1/2023 | Associate Professor | Occupational Therapy | FT Faculty | \$78,000 |
| Buchenroth | Holly | 8/1/2023 | Assistant Professor | Emergency Medical Care | FT Faculty | \$70,000 |
| Campbell | Charlie | 8/1/2023 | Assistant Professor | Art and Design | FT Faculty | \$53,000 |
| Campbell | Kristen | 8/1/2023 | Assistant Professor | Psychology | FT Faculty | \$61,000 |
| Carmichael | Makayla | 8/1/2023 | Teacher | Model Laboratory School | FT Faculty | \$46,481 |
| Colegrove | Jared | 8/1/2023 | Teacher | Model Laboratory School | FT Faculty | \$47,858 |
| Copenhaver | Rodney | 8/1/2023 | Assistant Professor | School of Justice Studies | FT Faculty | \$75,000 |
| Courtney | Taylor | 8/1/2023 | Teacher | Model Laboratory School | FT Faculty | \$42,895 |
| Daniel | Rebekah | 8/1/2023 | Director, Asst Professor | Music | FT Faculty | \$86,000 |
| Dial | Angela | 8/1/2023 | Visiting Asst Professor | Applied Human Sciences | FT Faculty | \$62,000 |
| Duvall | Crimson | 8/1/2023 | Visiting Asst Professor | Art and Design | FT Faculty | \$45,000 |
| Ewing | Alan | 8/1/2023 | Visiting Lecturer | Phys, Geoscns & Astronomy | FT Faculty | \$40,000 |
| Galant | David | 8/1/2023 | Assistant Professor | Music | FT Faculty | \$80,000 |
| Godfrey | Vickie | 8/1/2023 | Assistant Professor | Teach, Learn, & Ed Leadership | FT Faculty | \$57,500 |
| Graham | Julia | 8/1/2023 | Asst Prof, Mgt Info Sys | Business - AFIS / MMIB | FT Faculty | \$90,000 |
| Hasenauer | Richard | 8/1/2023 | Assistant Professor | Mathematics & Statistics | FT Faculty | \$59,000 |
| Jones | Emily | 8/1/2023 | ASL Specialist III | Interpreter Training Program | FT Faculty | \$48,379 |
| Jones | Barbara | 8/1/2023 | Assistant Professor | Agriculture | FT Faculty | \$65,000 |
| Kazadi | Anastasia | 8/1/2023 | Assistant Professor | Computer Science | FT Faculty | \$78,000 |
| Killian | Beth | 8/1/2023 | Assistant Professor | School of Nursing | FT Faculty | \$83,000 |
| Kim | Ki-Jung | 8/1/2023 | Assistant Professor | Business - AFIS / MMIB | FT Faculty | \$98,000 |
| Lawless | Norma | 8/7/2023 | Elementary Principal | Model Laboratory School | FT Faculty | \$101,221 |
| Long-Christensen | Linda | 8/1/2023 | Associate Professor | Social Work | FT Faculty | \$60,000 |
| Marcum | Karmen | 8/1/2023 | Teacher | Model Laboratory School | FT Faculty | \$46,481 |
| Massey | Evan | 8/1/2023 | Assistant Professor | English | FT Faculty | \$52,000 |
| Maynard | Laura | 8/16/2023 | Teacher | Model Laboratory School | FT Faculty | \$40,831 |
| McCoy | Brian | 8/1/2023 | Teacher | Model Laboratory School | FT Faculty | \$42,191 |
| Modisette | Vicki | 8/1/2023 | Assistant Professor | Mathematics & Statistics | FT Faculty | \$62,500 |
| Muff | Deverin | 8/1/2023 | Assistant Professor | Exercise & Sport Science | FT Faculty | \$64,500 |
| Murphy | Paige | 8/1/2023 | Teacher | Model Laboratory School | FT Faculty | \$42,191 |
| Naderpour | Amir | 8/1/2023 | Assistant Professor | Business - AFIS / MMIB | FT Faculty | \$110,000 |
| Okoli | Chinaza | 8/1/2023 | Assistant Professor | English | FT Faculty | \$52,000 |
| Puckett | Karen | 8/1/2023 | Clinical Faculty | Occupational Therapy | FT Faculty | \$57,000 |
| Rhoden | Erin | 8/1/2023 | Assistant Professor | Amer SL & Interpreter Ed | FT Faculty | \$52,020 |
| Rickett | Ada | 8/1/2023 | Visiting Asst Professor | Mathematics & Statistics | FT Faculty | \$46,500 |
| Shearer | John | 8/1/2023 | Visiting Asst Professor | English | FT Faculty | \$42,000 |
| Shouse | Ty | 8/1/2023 | Teacher | Model Laboratory School | FT Faculty | \$42,191 |
| Smith | Gregory | 8/1/2023 | Assistant Professor | Teach, Learn, & Ed Leadership | FT Faculty | \$59,000 |
| Thomas | Elizabeth | 8/1/2023 | Visiting Asst Professor | Chemistry | FT Faculty | \$60,000 |
| Whitaker | Amberlyn | 9/5/2023 | Clinical Faculty | School of Nursing | FT Faculty | \$66,000 |
| Whitt | Cassie | 8/1/2023 | Assistant Professor | Psychology | FT Faculty | \$61,000 |
| Williams | Olivia | 8/1/2023 | Visiting Asst Professor | Psychology | FT Faculty | \$52,000 |
| Xu | Mengjie | 8/1/2023 | Assistant Professor | Business - AFIS / MMIB | FT Faculty | \$98,000 |
| Zheng | Yi | 8/1/2023 | Visiting Asst Professor | Business - AFIS / MMIB | FT Faculty | \$102,000 |
| Ariza | Matthew | 8/7/2023 | Asst Men's Golf Coach | Golf-Men | FT Professionals | \$34,000 |
| Beardsley | Brandon | 8/7/2023 | Asst Chief Flight Instr | Aviation | FT Professionals | \$66,000 |
| Brunty | Savannah | 9/11/2023 | Dir, Ath Development | Ath Dvlpmnt/Multi Media | FT Professionals | \$45,500 |
| Cain | Abigail | 10/2/2023 | Counselor, Stu Svcs | Big E Central | FT Professionals | \$40,000 |
| Calvert | Emily | 8/11/2023 | Asst Online Coord | OL-SSEM-MS | FT Professionals | \$35,568 |
| Childers | Alexandra | 9/1/2023 | Fin Aid Ops Specialist | Stud Financial Asst-Admin | FT Professionals | \$40,000 |
| Fannin | Matthew | 10/16/2023 | Aircraft Maint Mgr | Aviation | FT Professionals | \$65,000 |
| Friend | Anthony | 8/1/2023 | Audio-Visual Engineer | Info Tech-Administration | FT Professionals | \$42,919 |

New Hires August 1, 2023 - October 31, 2023

| <u>Last Name</u> | <u>First Name</u> | <u>New Hire</u> | <u>Position Title</u> | <u>Department</u> | <u>Category</u> | <u>Salary</u> |
|------------------|-------------------|-----------------|-------------------------|---------------------------------|------------------|---------------|
| Gaither | Ashley | 10/17/2023 | Marketing Specialist | EKU Online | FT Professionals | \$50,000 |
| Hamblin | Katelyn | 10/16/2023 | Advising Specialist | Dean - Lets, Arts & Soc Scns | FT Professionals | \$38,000 |
| Johnson | Jennifer | 10/16/2023 | Learng & Developmnt Fac | UTC Food Stamps Training | FT Professionals | \$54,444 |
| Jordan | Kristopher | 8/7/2023 | Asst Online Coord | OL-SSEM-MS | FT Professionals | \$35,568 |
| Lakes | Caitlin | 10/11/2023 | Outreach Specialist | Community Education | FT Professionals | \$40,000 |
| Manley | Christopher | 8/14/2023 | Academic Advisor | NCAA Acad Enhance Prog | FT Professionals | \$40,328 |
| Masters | Autumn | 8/1/2023 | Admissions Counselor | Admissions | FT Professionals | \$40,000 |
| Morris | James | 9/5/2023 | Dir, e-Campus IDC | EKU Online | FT Professionals | \$82,000 |
| Murray | Margaret | 9/18/2023 | Counselor, Stu Svcs | Big E Central | FT Professionals | \$42,000 |
| Podesta | Thomas | 9/5/2023 | Industrial Lab Tech | Applied Engineering and Tech | FT Professionals | \$53,601 |
| Rhorer | Andrew | 8/21/2023 | Asst Superintendent | Arlington Course & Grounds | FT Professionals | \$65,000 |
| Russell | Heather | 8/14/2023 | Digital Marketing Coord | 2020 COM Emergency Fund | FT Professionals | \$40,000 |
| Steele | Camala | 9/25/2023 | Staff Psychologist | Counseling Center | FT Professionals | \$75,000 |
| Weglarz | Michael | 8/1/2023 | Dir Risk Mgmnt & Insur. | Business - AFIS / MMIB | FT Professionals | \$110,000 |
| Williams | Matthew | 8/15/2023 | Comm Generalist | Dean-Scns, Tech, Eng & Math | FT Professionals | \$44,000 |
| Anderson | Eric | 8/28/2023 | Water Treatment Tech | Maintenance, HVAC-R | FT Hourly Staff | \$27,040 |
| Becher | Joseph | 8/7/2023 | Production Specialist | Comm & Brand Management | FT Hourly Staff | \$26,208 |
| Cornett | Destiny | 8/20/2023 | Prog Spec, Ag, Nat Res | Inst of Ag, Nat Res & the Envir | FT Hourly Staff | \$36,017 |
| Cox | Austin | 10/16/2023 | Repair Technician II | Housing Maintenance | FT Hourly Staff | \$37,440 |
| Crutcher | Tamera | 9/18/2023 | Admin Professional II | Dean-Ed & App Human Scns | FT Hourly Staff | \$39,000 |
| Huber | Abby | 9/15/2023 | Admin Professional I | Teach, Learn, & Ed Leadership | FT Hourly Staff | \$32,331 |
| Land | Margaret | 8/1/2023 | Paraeducator II | Model Laboratory School | FT Hourly Staff | \$31,103 |
| McClure | Heather | 8/20/2023 | Paraeducator II | Model Lab Ext School Prgms | FT Hourly Staff | \$30,440 |
| Murphy | Brandon | 9/3/2023 | Relocation Specialist | Relocation Services | FT Hourly Staff | \$31,512 |
| Oney | Heather | 8/23/2023 | Support Specialist | Development | FT Hourly Staff | \$38,025 |
| Park | Lisa | 8/1/2023 | Paraeducator II | Model Laboratory School | FT Hourly Staff | \$28,256 |
| Park | James | 10/16/2023 | Repair Technician II | Housing Maintenance | FT Hourly Staff | \$37,440 |
| Sims | Kendall | 8/7/2023 | Paraeducator II | Burrier Child Dvlpmnt Ctr | FT Hourly Staff | \$28,256 |
| Sirk | Heather | 10/4/2023 | Admin Professional II | Counseling Center | FT Hourly Staff | \$34,184 |
| Stanhope | Geffen | 9/12/2023 | Parking Control Officer | Parking Services | FT Hourly Staff | \$23,525 |
| Thomas | Amanda | 8/1/2023 | Admin Professional I | Student Health Services | FT Hourly Staff | \$31,805 |
| Velez | Rachel | 9/5/2023 | Admin Professional II | Chemistry | FT Hourly Staff | \$39,995 |
| Walls | Andrew | 8/21/2023 | Journey Electrician | Maintenance, Electrical Shop | FT Hourly Staff | \$46,904 |
| Abner | McKenzie | 8/16/2023 | PT Faculty | Instruct - Health Sciences | PT Faculty | \$8,000 |
| Adanick | Paul | 9/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$3,607 |
| Alipova | Bakhyt | 10/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$6,658 |
| Amelunke | Breanna | 9/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$1,602 |
| Bishop | Joshua | 9/1/2023 | PT Faculty | Instruct - Health Sciences | PT Faculty | \$8,000 |
| Bixler | April | 9/1/2023 | PT Faculty | Instruct - CLASS | PT Faculty | \$3,329 |
| Blakely | Curt | 10/16/2023 | Online PT Faculty | OL-CJJS-BS | PT Faculty | \$3,050 |
| Brock | Rebecca | 8/16/2023 | Online PT Faculty | OL - BBA | PT Faculty | \$3,050 |
| Brockman | Peyton | 9/1/2023 | PT Faculty | Instruct - CLASS | PT Faculty | \$2,705 |
| Caudill | Mary | 9/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$1,093 |
| Cornett | Amy | 9/1/2023 | PT Faculty | Instruct - Health Sciences | PT Faculty | \$2,705 |
| Damron | Heather | 8/16/2023 | PT Faculty | Instruct - College of Bus | PT Faculty | \$3,329 |
| Daugherty | Mckenzie | 10/1/2023 | PT Faculty | Instruct - Health Sciences | PT Faculty | \$570 |
| Dempsey | Shon | 9/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$2,705 |
| Donahue | Grace | 9/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$2,185 |
| Dugger | Stephanie | 8/16/2023 | Online PT Faculty | OL-AGS/Supporting Courses | PT Faculty | \$3,050 |
| Edington | Montanna | 8/16/2023 | Online PT Faculty | OL-Paralegal-BA | PT Faculty | \$3,050 |
| Elam | Jenna | 8/16/2023 | PT Faculty | Instruct - College of Bus | PT Faculty | \$5,410 |
| Ellenberger | James | 8/16/2023 | PT Faculty | Instruct - CLASS | PT Faculty | \$9,987 |
| Ellison | Megan | 9/1/2023 | PT Faculty | Biological Sciences | PT Faculty | \$1,093 |
| Evans | Matthew | 10/16/2023 | Online PT Faculty | OL-CJJS-BS | PT Faculty | \$3,050 |

New Hires August 1, 2023 - October 31, 2023

| <u>Last Name</u> | <u>First Name</u> | <u>New Hire</u> | <u>Position Title</u> | <u>Department</u> | <u>Category</u> | <u>Salary</u> |
|------------------|-------------------|-----------------|-----------------------|-------------------------------|-----------------|---------------|
| Fardo | Brian | 9/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$2,645 |
| Feng | Weiting | 8/16/2023 | Online PT Faculty | OL-Psychology-BS | PT Faculty | \$4,000 |
| Garrison | Kevin | 10/16/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$2,185 |
| Goins | Katherine | 8/16/2023 | PT Faculty | Instruct-JSMS | PT Faculty | \$2,705 |
| Gratton | Peter | 9/16/2023 | PT Faculty | OL-AGS/Supporting Courses | PT Faculty | \$3,050 |
| Hall | Emily | 9/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$1,030 |
| Hart | Thomas | 9/1/2023 | PT Faculty | Instruct - CLASS | PT Faculty | \$3,329 |
| Heimbaugh | Eleanor | 10/16/2023 | PT Faculty | OL-AGS/Supporting Courses | PT Faculty | \$6,100 |
| Hensley | Russell | 10/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$2,705 |
| Hensley | Carmel | 9/1/2023 | Online PT Faculty | OL-Public Health Nurs Admin | PT Faculty | \$3,050 |
| Hoffmann | Nicholas | 10/16/2023 | Online PT Faculty | OL-Psychology-BS | PT Faculty | \$6,100 |
| Hout | Isaac | 10/16/2023 | Online PT Faculty | OL-Psychology-BS | PT Faculty | \$3,050 |
| Johnson | Klaire | 9/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$1,093 |
| Johnson | Rebecca | 9/1/2023 | PT Faculty | Instruct - CLASS | PT Faculty | \$8,115 |
| Kim | Saerim | 10/16/2023 | PT Faculty | OL-Public Admin-MPA | PT Faculty | \$3,050 |
| Lancaster | Tamela | 9/1/2023 | PT Faculty | Instruct - Health Sciences | PT Faculty | \$7,600 |
| Lee | Jacob | 10/16/2023 | Online PT Faculty | OL-AGS/Supporting Courses | PT Faculty | \$3,050 |
| Loh Lutz | Elizabeth | 9/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$6,547 |
| Mason | Jennifer | 9/1/2023 | PT Faculty | Instruct - Health Sciences | PT Faculty | \$8,000 |
| Mayo | Amanda | 9/1/2023 | PT Faculty | Instruct - CLASS | PT Faculty | \$2,705 |
| McClure | James | 9/1/2023 | PT Faculty | Instruct - CLASS | PT Faculty | \$5,410 |
| McGuire | Rhonda | 10/16/2023 | Online PT Faculty | OL-RN to BSN | PT Faculty | \$6,667 |
| McNeill | Patrick | 10/16/2023 | Online PT Faculty | OL-Paralegal-BA | PT Faculty | \$4,000 |
| McQueen | Tyler | 10/16/2023 | Online PT Faculty | OL-Psychology-BS | PT Faculty | \$3,050 |
| Morrison | Pamela | 10/16/2023 | Online PT Faculty | OL-AGS/Supporting Courses | PT Faculty | \$3,050 |
| Muntean | Ioan | 9/16/2023 | PT Faculty | OL-AGS/Supporting Courses | PT Faculty | \$3,050 |
| Murray | David | 10/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$2,705 |
| Nelson | Joel | 9/1/2023 | PT Faculty | Instruct - CLASS | PT Faculty | \$5,099 |
| Nelson | Bethany | 10/16/2023 | Online PT Faculty | OL-CJJS-BS | PT Faculty | \$3,050 |
| Norris | Benjamin | 10/1/2023 | PT Faculty | OL-Homeland Security-BS | PT Faculty | \$3,050 |
| Ochoa | Lina | 9/1/2023 | PT Faculty | Instruct - Health Sciences | PT Faculty | \$4,590 |
| Olson | Natalie | 10/16/2023 | Online PT Faculty | OL-Psychology-BS | PT Faculty | \$8,000 |
| Omohundro | Melissa | 8/16/2023 | PT Faculty | Instruct - Ed & App Hum Sci | PT Faculty | \$2,705 |
| Orend | Angela | 9/1/2023 | PT Faculty | Instruct - CLASS | PT Faculty | \$2,705 |
| Palmer | Amy | 10/16/2023 | Online PT Faculty | OL-Social Intel & Leadership | PT Faculty | \$3,050 |
| Parsley | Emily | 8/16/2023 | PT Faculty | Instruct - CLASS | PT Faculty | \$8,876 |
| Patton | Katie | 10/16/2023 | Online PT Faculty | OL-AGS/Supporting Courses | PT Faculty | \$3,050 |
| Peffer | James | 10/16/2023 | Online PT Faculty | OL-Paralegal-BA | PT Faculty | \$4,000 |
| Philpot | Justin | 9/1/2023 | PT Faculty | Regional Programming | PT Faculty | \$4,508 |
| Pilcher | April | 9/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$3,607 |
| Polster | Mackenzie | 9/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$2,185 |
| Proffitt | Kendall | 9/16/2023 | PT Faculty | Regional Programming | PT Faculty | \$631 |
| Ratliff | Kaleigh | 9/1/2023 | PT Faculty | Instruct - Health Sciences | PT Faculty | \$7,600 |
| Reeder | Shanna | 9/1/2023 | PT Faculty | Instruct - Ed & App Hum Sci | PT Faculty | \$2,705 |
| Reeves | Aspen | 9/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$1,093 |
| Reichert | Zachary | 8/16/2023 | Online PT Faculty | OL-AGS/Supporting Courses | PT Faculty | \$3,050 |
| Reynolds | Michele | 10/16/2023 | PT Faculty | OL-Education-MA | PT Faculty | \$2,000 |
| Rice | Nancy | 10/16/2023 | Online PT Faculty | OL-Social Intel & Leadership | PT Faculty | \$4,000 |
| Richardson | Katelyn | 9/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$2,185 |
| Robbins | Shana | 10/1/2023 | PT Faculty | OL-AGS/Supporting Courses | PT Faculty | \$3,050 |
| Robinson | Allison | 10/16/2023 | PT Faculty | OL-Psychology-BS | PT Faculty | \$3,050 |
| Rutherford | Leslie | 9/1/2023 | PT Faculty | Instruct - Health Sciences | PT Faculty | \$8,000 |
| Ryan | Sarah | 10/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$2,705 |
| Sails | Marilyn | 8/16/2023 | PT Faculty | Instruct - CLASS | PT Faculty | \$3,329 |

New Hires August 1, 2023 - October 31, 2023

| <u>Last Name</u> | <u>First Name</u> | <u>New Hire</u> | <u>Position Title</u> | <u>Department</u> | <u>Category</u> | <u>Salary</u> |
|------------------|-------------------|-----------------|------------------------|-------------------------------|-----------------|---------------|
| Schaafsma | Jonathan | 9/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$2,705 |
| Sears | Amanda | 9/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$2,705 |
| Sharp | Julie | 9/1/2023 | Online PT Faculty | OL-Global Hosp & Tourism | PT Faculty | \$3,050 |
| Shelton | Ellen | 8/16/2023 | Online PT Faculty | OL-AGS/Supporting Courses | PT Faculty | \$4,067 |
| Simpson | Kendall | 9/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$1,639 |
| Slone | Steven | 9/16/2023 | PT Faculty | Instruct - CLASS | PT Faculty | \$1,506 |
| Smith-Clark | Stacey | 8/16/2023 | Online PT Faculty | OL-Global Hosp & Tourism | PT Faculty | \$3,050 |
| Stamper | Arabella | 8/16/2023 | Online PT Faculty | OL-Homeland Security-BS | PT Faculty | \$3,050 |
| Stevens | Thomas | 10/16/2023 | Online PT Faculty | OL-Paralegal-BA | PT Faculty | \$3,050 |
| Thompson | Victoria | 9/16/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$9,987 |
| Thomsen | Catherine | 9/1/2023 | PT Faculty | Instruct - CLASS | PT Faculty | \$7,216 |
| Verlinden | Justin | 9/1/2023 | PT Faculty | Regional Programming | PT Faculty | \$2,705 |
| White | Jillian | 10/1/2023 | PT Faculty | Instruct - Health Sciences | PT Faculty | \$11,800 |
| White | Joseph | 10/16/2023 | PT Faculty | OL-AGS/Supporting Courses | PT Faculty | \$3,050 |
| White | Amanda | 9/1/2023 | PT Faculty | Instruct - CLASS | PT Faculty | \$3,329 |
| White | Janet | 8/16/2023 | PT Faculty | Instruct - Ed & App Hum Sci | PT Faculty | \$2,705 |
| Whittington Byrd | Virginia | 9/16/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$2,705 |
| Wienclaw | Margaret | 9/1/2023 | PT Faculty | Instruct - CLASS | PT Faculty | \$3,329 |
| Wilder | Conley | 8/16/2023 | Online PT Faculty | OL-Elementary Education | PT Faculty | \$3,050 |
| Williamson | Ashleigh | 9/1/2023 | PT Faculty | Instruct - Health Sciences | PT Faculty | \$8,000 |
| Witt | Makayla | 9/1/2023 | PT Faculty | Instruct-Scne Tech, Eng, Math | PT Faculty | \$1,093 |
| Zdrojowy | Stewart | 9/1/2023 | PT Faculty | Instruct - CLASS | PT Faculty | \$5,410 |
| Ahava | Ari | 8/6/2023 | Flight Instructor | Class Fees - Aviation | PT Hourly Staff | \$ - |
| Allen | Jackson | 8/6/2023 | Flight Instructor | Class Fees - Aviation | PT Hourly Staff | \$ - |
| Alley | Sawyer | 9/12/2023 | Outside Svce Attendant | University Club at Arlington | PT Hourly Staff | \$ - |
| Amstutz | Lisa | 8/15/2023 | Interpreter | Deaf Student Access Svcs | PT Hourly Staff | \$ - |
| Barrineau | Sheila | 8/15/2023 | Registered Nurse | Student Health Services | PT Hourly Staff | \$ - |
| Bowie | Lauren | 9/12/2023 | Outside Svce Attendant | University Club at Arlington | PT Hourly Staff | \$ - |
| Brannock | William | 8/1/2023 | Game Day Ops | Athletic Facilities/Game Ops | PT Hourly Staff | \$ - |
| Breth | Jacob | 8/2/2023 | Outside Svce Attendant | University Club at Arlington | PT Hourly Staff | \$ - |
| Brown | Jimi | 9/3/2023 | Flight Instructor | Class Fees - Aviation | PT Hourly Staff | \$ - |
| Cooper | Marcus | 8/21/2023 | Game Day Ops | Athletic Facilities/Game Ops | PT Hourly Staff | \$ - |
| Curran | Brandi | 9/1/2023 | Truck Driver | Football | PT Hourly Staff | \$ - |
| Delk | Sofia | 8/24/2023 | ASL Tutor | PD-ASLIE | PT Hourly Staff | \$ - |
| Dirst | Julianne | 9/4/2023 | Swim instructor | Campus Recreation Center | PT Hourly Staff | \$ - |
| Dodge | Mark | 8/20/2023 | Flight Instructor | Class Fees - Aviation | PT Hourly Staff | \$ - |
| Donald | Phillip | 8/1/2023 | Game Day Ops | Athletic Facilities/Game Ops | PT Hourly Staff | \$ - |
| Ebihara | Atsuki | 8/6/2023 | Ground Operations | Class Fees - Aviation | PT Hourly Staff | \$ - |
| Euston | John | 9/3/2023 | Flight Instructor | Class Fees - Aviation | PT Hourly Staff | \$ - |
| Ferguson | Kenzie | 10/16/2023 | Library Assistant | Libraries | PT Hourly Staff | \$ - |
| Files | Earnest | 8/21/2023 | Game Day Ops | Athletic Facilities/Game Ops | PT Hourly Staff | \$ - |
| Gay | McKenzie | 8/1/2023 | Game Day Ops | Athletic Facilities/Game Ops | PT Hourly Staff | \$ - |
| Gosney | Dustin | 8/20/2023 | Flight Instructor | Class Fees - Aviation | PT Hourly Staff | \$ - |
| Guynn | Matthew | 8/21/2023 | Game Day Ops | Athletic Facilities/Game Ops | PT Hourly Staff | \$ - |
| Harlan | Luke | 8/6/2023 | Flight Instructor | Class Fees - Aviation | PT Hourly Staff | \$ - |
| Heavren | Christopher | 9/10/2023 | Game Day Ops | Athletic Facilities/Game Ops | PT Hourly Staff | \$ - |
| Heilig | Javen | 10/4/2023 | Game Day Ops | Athletic Facilities/Game Ops | PT Hourly Staff | \$ - |
| Heller | Colin | 10/15/2023 | Flight Instructor | Class Fees - Aviation | PT Hourly Staff | \$ - |
| Ingram | Kalan | 8/6/2023 | Flight Instructor | Class Fees - Aviation | PT Hourly Staff | \$ - |
| Juett | Jackson | 8/21/2023 | Game Day Ops | Athletic Facilities/Game Ops | PT Hourly Staff | \$ - |
| Justice | Lucas | 10/3/2023 | Cart Attendant | University Club at Arlington | PT Hourly Staff | \$ - |
| Karo | Mackenzie | 9/15/2023 | Game Day Ops | Athletics Ticket Office | PT Hourly Staff | \$ - |
| Mattingly | Jonathon | 8/6/2023 | Flight Instructor | Class Fees - Aviation | PT Hourly Staff | \$ - |
| Morgan | Rachel | 8/11/2023 | Interpreter | Deaf Student Access Svcs | PT Hourly Staff | \$ - |

New Hires August 1, 2023 - October 31, 2023

| <u>Last Name</u> | <u>First Name</u> | <u>New Hire</u> | <u>Position Title</u> | <u>Department</u> | <u>Category</u> | <u>Salary</u> |
|------------------|-------------------|-----------------|-------------------------|-------------------------------|------------------|---------------|
| Morin | Macaila | 9/21/2023 | Game Day Ops | Athletic Facilities/Game Ops | PT Hourly Staff | \$ - |
| Mosher | Alexio | 9/21/2023 | ASL Tutor | Amer SL & Interpreter Ed | PT Hourly Staff | \$ - |
| Pardue | Christopher | 9/1/2023 | Truck Driver | Football | PT Hourly Staff | \$ - |
| Ramey | Paul | 9/1/2023 | Truck Driver | Football | PT Hourly Staff | \$ - |
| Redmond | Shelby | 8/31/2023 | ASL Tutor | PD-ASLIE | PT Hourly Staff | \$ - |
| Short | McKenna | 8/23/2023 | Arlington - Server | University Club at Arlington | PT Hourly Staff | \$ - |
| Sirles | Ethan | 8/14/2023 | Copywriter | Comm & Brand Management | PT Hourly Staff | \$ - |
| Steinkuhl | Alleyse | 10/17/2023 | Arlington Server | University Club at Arlington | PT Hourly Staff | \$ - |
| Stevens | Brittany | 8/14/2023 | Laboratory Assistant | Instruct-Scne Tech, Eng, Math | PT Hourly Staff | \$ - |
| Stone | John | 8/21/2023 | Game Day Ops | Athletics Ticket Office | PT Hourly Staff | \$ - |
| Toler | Haley | 8/24/2023 | ASL Tutor | PD-ASLIE | PT Hourly Staff | \$ - |
| Vicars | Jude | 9/5/2023 | Groundskeeper | Arlington Course & Grounds | PT Hourly Staff | \$ - |
| Ali | Rifath | 9/15/2023 | Workforce Ed Instructor | OSHA Training Institute | PT Professionals | \$ - |
| Bentley | Joseph | 9/7/2023 | Workforce Ed Instructor | Community Education | PT Professionals | \$ - |
| Cannon | MeKaiya | 9/19/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Cravens | Thomas | 9/16/2023 | Piano Accompanist | Instruct - CLASS | PT Professionals | \$ - |
| Drury | Haley | 8/3/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Edmonds | Suzanne | 9/16/2023 | Clinical Educator | Instruct - Ed & App Hum Sci | PT Professionals | \$ - |
| Ellis | Keqyane | 8/16/2023 | Asst Co-ed Cheer Coach | Cheerleaders-Coed | PT Professionals | \$ - |
| Feltrop | Daniel | 9/19/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Hensley | Keelan | 9/16/2023 | Clinical Educator | Instruct - Ed & App Hum Sci | PT Professionals | \$ - |
| Holt | Sasha | 8/3/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Lawrence | Wayne | 8/16/2023 | Asst. Track Coach | Track-Men | PT Professionals | \$ - |
| LeCompte | Madison | 8/1/2023 | Coach | Model Laboratory School | PT Professionals | \$ - |
| Marr | Michael | 10/16/2023 | BB Freshman Boys | Model Laboratory School | PT Professionals | \$ - |
| Middleton | Amber | 10/1/2023 | Community Ed. Fac | Community Education | PT Professionals | \$ - |
| Minter | Isaiah | 9/16/2023 | Program Analyst | Basketball-Men | PT Professionals | \$ - |
| Moberly | Michael | 8/1/2023 | Coach | Model Laboratory School | PT Professionals | \$ - |
| Nicholas | Ronald | 9/16/2023 | Piano Accompanist | Instruct - CLASS | PT Professionals | \$ - |
| Parks | John | 9/5/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Perez | Jazmin | 9/1/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Riddle | Stephen | 9/27/2023 | Workforce Ed Instructor | Workforce Education | PT Professionals | \$ - |
| Rogers | Jenny | 9/1/2023 | Archery Asst | Model Laboratory School | PT Professionals | \$ - |
| Roundtree | Tiffany | 9/19/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Schneider | Emily | 8/1/2023 | Community Ed. Fac | Community Education | PT Professionals | \$ - |
| Smith | Andrew | 10/1/2023 | Girls Asst Golf Coach | Model Laboratory School | PT Professionals | \$ - |
| Stocker | Jamie | 9/19/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Washburn | Jason | 8/1/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Winn | Valerie | 8/11/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Yurt | Gary | 8/10/2023 | Workforce Ed Instructor | Workforce Education | PT Professionals | \$ - |

Separations August 1, 2023 - October 31, 2023

| <u>Last Name</u> | <u>First Name</u> | <u>Separation</u> | <u>Position Title</u> | <u>Department</u> | <u>Category</u> | <u>Salary</u> |
|------------------|-------------------|-------------------|------------------------------|------------------------------|-----------------|---------------|
| Wells | Jennifer | 8/15/2023 | Director, Financial Aid | Student Financial Asst | Admin/Deans | \$76,500 |
| Anto | Sandra | 10/3/2023 | Teacher | Model Laboratory School | FT Faculty | \$63,692 |
| Clift | Shawn | 7/31/2023 | Lect/Coord Tutor Ctr | Mathematics & Statistics | FT Faculty | \$53,403 |
| Johnson | Melanie | 8/31/2023 | Assoc Prof/Clinical Coord. | School of Nursing | FT Faculty | \$75,722 |
| Knezevich | Kyle | 9/7/2023 | Associate Professor | Applied Engineering & Tech | FT Faculty | \$72,828 |
| Naylor | David | 7/31/2023 | Elementary Principal | Model Laboratory School | FT Faculty | \$108,780 |
| Willmes | Jessica | 10/20/2023 | Teacher | Model Laboratory School | FT Faculty | \$42,895 |
| Bryant | Carsen | 10/4/2023 | Univ Photographer | Comm & Brand Mgmnt | FT Professional | \$41,820 |
| Carrico | Jeffrey | 9/18/2023 | Assoc Athletic Dir | Sports Medicine | FT Professional | \$76,500 |
| Cintron | Miranda | 9/1/2023 | Asst Dir, Sports Med | Sports Medicine | FT Professional | \$40,800 |
| Cole | Mary | 8/31/2023 | Outreach Specialist | Workforce Education | FT Professional | \$43,860 |
| Dickens | Karen | 8/31/2023 | Coord, Alternative Cert | Teacher Ed Srv/Admiss&Cert | FT Professional | \$45,296 |
| Friend | Ashley | 8/17/2023 | Assoc Dir, Admission Ops | Stud Succ, Opr & Innovations | FT Professional | \$55,080 |
| Goodpaster | Gabriel | 7/28/2023 | Sr Counselor | Big E Central | FT Professional | \$40,800 |
| Henry | Curtis | 9/14/2023 | Residence Hall Coord | University Housing | FT Professional | \$38,046 |
| Henson | Mary | 10/13/2023 | Sr Instructional Design | EKU Online | FT Professional | \$68,218 |
| James | Harriet | 9/18/2023 | Regl Learning Specialist | UTC Medical Assistance | FT Professional | \$42,474 |
| Jeffries | Benjamin | 10/13/2023 | Learng & Devlpmnt Fac | UTC Food Stamps Training | FT Professional | \$49,000 |
| Konkel | Stephanie | 9/1/2023 | Asst Online Coordinator | OL-Pub Hlth Nurs Admin & Ed | FT Professional | \$39,896 |
| Lane | Rixon | 10/1/2023 | Dir, Ath Communications | Comm & Brand Mgmnt | FT Professional | \$60,180 |
| Lindon | Neil | 10/23/2023 | Senior CRM Analyst | Stud Succ, Opr & Innovations | FT Professional | \$56,500 |
| Maples | James | 8/15/2023 | Associate Professor | Anthropolgy & Sociology | FT Professional | \$62,720 |
| Martin | Travis | 9/11/2023 | Asst Dir, First-Yr Courses | First-Year Courses | FT Professional | \$49,980 |
| Morgan | Julian | 8/31/2023 | Asst Dir, Ath Opr | Ath Facilities/Game Ops | FT Professional | \$40,800 |
| Newman | Donald | 8/3/2023 | Manager, EH&S | Environment Health Safety | FT Professional | \$52,155 |
| Oliver-pataki | Leah | 9/8/2023 | Assoc Dir, Sports Med | Sports Medicine | FT Professional | \$58,000 |
| Perrin | John | 9/8/2023 | OIE Investigator II | Off of Institutional Equity | FT Professional | \$56,702 |
| Richardson | Shelby | 10/13/2023 | Recruit & Reten Coord | Stud Success, Outreach & Op | FT Professional | \$45,900 |
| Russell | Heather | 8/23/2023 | Digital Marketing Coord | COM Emergency Fund | FT Professional | \$40,000 |
| Shisley | Steven | 10/13/2023 | Sr Instructional Design | EKU Online | FT Professional | \$61,220 |
| Sims | Hayley | 8/11/2023 | Asst Softball Coach | Softball | FT Professional | \$43,350 |
| Strube | Brittany | 9/28/2023 | Instructional Designer | EKU Online | FT Professional | \$53,933 |
| Struck | Julie | 8/31/2023 | Director | KY READY Corps FY23 | FT Professional | \$54,320 |
| Tipton | Leigh | 10/31/2023 | Assist Dir of Recruit | Admissions | FT Professional | \$55,350 |
| Wade | Cindy | 9/30/2023 | Learng & Devlpmnt Fac | UTC Medical Assistance | FT Professional | \$51,380 |
| Watts | Sarah | 9/29/2023 | Dir, Open Rec/Sr Para | University Counsel | FT Professional | \$50,460 |
| Wilson | FeLisa | 10/17/2023 | Assoc Dir, Col Enroll Cnslng | Stud Success, Outreach & Op | FT Professional | \$55,350 |
| Barrett | Russell | 8/18/2023 | Repair Tech II | Housing Maintenance | FT Hourly Staff | \$36,005 |
| Becknell | Vincent | 8/14/2023 | Journeyman Electrician | Maint, Electrical Shop | FT Hourly Staff | \$46,904 |
| Breeden | Regina | 10/13/2023 | Accts Payable Clerk | Accounting & Financial Svcs | FT Hourly Staff | \$32,663 |
| Downing | Rita | 8/31/2023 | Admin Professional II | Dean-Ed & Applied Hum Sci | FT Hourly Staff | \$41,516 |
| Eskridge | Jerad | 8/29/2023 | Aircraft Maint Asst | Class Fees - Aviation | FT Hourly Staff | \$41,769 |
| Foley | Jerrod | 8/14/2023 | Master Police Officer I | Police Department | FT Hourly Staff | \$55,910 |
| Hinton | Heather | 9/5/2023 | Paraeducator II | Model Laboratory School | FT Hourly Staff | \$30,440 |
| Kwiecewski | Sonia | 10/6/2023 | Spec, Ed Abroad | Education Abroad | FT Hourly Staff | \$27,515 |
| Lively | Rita | 8/31/2023 | Admin Coord | Dept of Safety & Security | FT Hourly Staff | \$44,031 |
| Rowe | David | 8/31/2023 | Interior Finisher II | Maint, Paint Shop | FT Hourly Staff | \$40,726 |
| Ward | Beverly | 10/14/2023 | Reg & Sch Specialist II | Registrar | FT Hourly Staff | \$32,019 |
| Chen | Hung-Tao | 8/15/2023 | Summer Faculty | OL-Psychology-BS | PT Faculty | \$4,800 |
| Coleman | Victoria | 10/19/2023 | PT Faculty | Ed & App Human Sci | PT Faculty | \$1,500 |
| Barnes | Bonnie | 8/11/2023 | Ed Clinical Place Coord | Teacher Ed Srv/ProfLabExper | PT Hourly Staff | \$ - |

Separations August 1, 2023 - October 31, 2023

| <u>Last Name</u> | <u>First Name</u> | <u>Separation</u> | <u>Position Title</u> | <u>Department</u> | <u>Category</u> | <u>Salary</u> |
|------------------|-------------------|-------------------|-----------------------|-------------------------|------------------|---------------|
| Cambron | Grant | 8/16/2023 | Flight Instructor | Class Fees - Aviation | PT Hourly Staff | \$ - |
| Gonzales | Dillon | 10/2/2023 | Flight Instructor III | Class Fees - Aviation | PT Hourly Staff | \$ - |
| Kidd | Roy | 9/12/2023 | PT NE Continual Svc | Development | PT Hourly Staff | \$ - |
| Meikle | David | 10/13/2023 | MBB Video Coord | Basketball-Men | PT Hourly Staff | \$ - |
| Nickens | Jordyn | 8/31/2023 | Library Assistant | Libraries | PT Hourly Staff | \$ - |
| Birchfield | Ariel | 8/1/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Chapman | Sarah | 8/1/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Jones | Cassidy | 8/1/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Kimbrow | Samantha | 8/1/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Neal | Sarah | 8/1/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Parnell | Don | 8/1/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Purdom | Courtney | 8/1/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Rhodus | Celia | 8/1/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Robinson | Shaniqua | 8/1/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Rummage | Rachel | 8/1/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Schwab | Feliciano | 8/1/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Stanley | Jennifer | 8/1/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |
| Yonts | Kaitlyn | 8/1/2023 | Substitute Teacher | Model Laboratory School | PT Professionals | \$ - |

Recommended Sabbatical Leaves, 2024-2025

Per Academic Regulation 4.7.2ACR, Sabbaticals, “a faculty member who is approved for a sabbatical is expected to carry out the plan set forth in the application and forward a comprehensive report to the dean of the college identifying the accomplishments within ninety (90) days from the completion of the sabbatical and to submit for publication, if appropriate, the findings of the sabbatical within one year.”

| <u>Name</u> | <u>Department</u> | <u>Timeframe</u> |
|----------------------|---|---|
| Dr. Ben Freed | Languages & Cultures, Anthropology & Sociology, CLASS | Fall 2024/Spring 2025, full-time (half-pay) |

The primary purpose of the proposed sabbatical leave project is to finish collecting primate observational data in Madagascar on crowned lemurs (*Eulemur coronatus*) and Sanford’s lemurs (*Eulemur sanfordi*). The project is an extension of Dr. Freed’s decades of research into lemurs in Madagascar. During the last seven years, Dr. Freed has been researching the same lemur species in a small, isolated, unprotected forest fragment called Analabe with the goal of understanding to what extent the two species use the same strategies to coexist in a much different forest. Based on collected behavioral data and primate census data analysis, several questions have emerged related to the behavioral and migration patterns of these lemurs. At the end of the project, Dr. Freed plans to submit two articles to peer-reviewed journals and contribute as an outside reader for student research thesis projects at our partnering institution in Madagascar. The proposed research will contribute materials to several of Dr. Freed’s courses and enhance high-impact learning experiences for ECU students.

| | | |
|--------------------|------------------|----------------------|
| Dr. Pei Gao | Chemistry, CSTEM | Fall 2024, full-time |
|--------------------|------------------|----------------------|

The purpose of the proposed sabbatical is to pursue several projects. The first proposed initiative is to further strengthen Dr. Gao’s research on two projects: “Carbon Dioxide Absorption with Amine Solutions” and “Detection and Kinetics Analysis of Herbicides and Pesticides in Natural Waters Using Fluorescence Spectroscopy.” Dr. Gao’s second project is to revise two courses (CHE 385, Chemical Literature, and CHE 570, Biophysical Chemistry) to better align with ACS accreditation. Dr. Gao also plans to complete and submit two manuscripts based on research completed in collaboration with graduate and undergraduate students. Finally, Dr. Gao intends to work on a new grant application for funding. These projects would enhance student learning through continuous improvement of courses, through additional opportunities for research and collaboration, and to seek new grants to support future students at ECU.

| | | |
|------------------------|-------------------|----------------------|
| Dr. Ozan Kalkan | Government, CLASS | Fall 2024, full-time |
|------------------------|-------------------|----------------------|

Dr. Ozan Kalkan proposes to co-author a peer-reviewed book with a focus on the application of quantitative methodology within research on race and ethnicity. This proposed book intends to codify the substantive and technical aspects of workshops that Dr. Kalkan co-teaches each summer for the Interuniversity Consortium for Political and Social Research. Dr. Kalkan was invited to contribute by the editor of the Strategies for Social Inquiry Series at Cambridge University Press. The book will contribute to conducting research on race and ethnicity in multiple areas by using data specifically designed to measure public opinion among minoritized or marginalized populations with a methodological focus of conceptualization and measurement theory. The proposed project also includes collecting and analyzing aggregate-level data on Turkish election results in 2019, 2023, and 2024—

the empirical findings would significantly improve students' learning experience in their understanding of comparative electoral systems, electoral results, regimes, and public opinion. The proposed book project will yield multiple new opportunities to analyze data in Dr. Kalkan's capstone course. This proposed sabbatical would also increase cultural competency and emphasis on diversity, equity, and inclusion in Dr. Kalkan's teaching.

| | | |
|------------------------|----------------|---|
| Dr. Susan Kroeg | English, CLASS | Fall 2024/Spring 2025, full-time (half-pay) |
|------------------------|----------------|---|

Dr. Susan Kroeg's proposed sabbatical is to develop a proposal for a new historical romance book series, which will include research, brainstorming and drafting sample chapters; work with her agent to prepare materials for submission to editors/publishers (including her current publishing house); and complete at least one book in the new series and begin a second book. The historical research that Dr. Kroeg conducts to support her creative writing benefits her scholarly work and teaching of eighteenth- and nineteenth-century British literature and popular romance fiction. The success of her creative works also benefits the department and has been a benefit to its programs, including the Bluegrass Writers Studio low-residency MFA program in creative writing.

| | | |
|--------------------------------|--------------------------|------------------------|
| Dr. Chaoyuan (Mary) Liu | Math & Statistics, CSTEM | Spring 2025, full-time |
|--------------------------------|--------------------------|------------------------|

The purpose of the proposed sabbatical is to conduct research and achieve results about Markov processes and their journal applications as well as to use SCAPS simulation for modeling to improve solar devices. The proposed project includes collaboration with University of Illinois at Champaign-Urbana (UIUC) faculty to focus on the potential theory and harmonic analysis of discontinuous Markov processes and integral-differential operators, which closely relates to one of Dr. Liu's research focus areas: harmonic analysis. The project also includes working with Ph.D. students and University of Kentucky faculty in the area of Electrical & Computer Engineering to run simulations that explore significant improvements in solar device performance. The goal of these projects is to pursue more publications and better educational methods during the sabbatical leave. During both projects, Dr. Liu will also observe and engage with collaborating institution faculty to identify opportunities and strategies for enhancing pedagogy, curriculum, and program changes at EKU.

| | | |
|----------------------------|-------------------|----------------------|
| Dr. Radhika Makecha | Psychology, CLASS | Fall 2024, full-time |
|----------------------------|-------------------|----------------------|

Dr. Radhika Makecha's proposed sabbatical includes three distinct projects. The first proposed project is a partnership with Nolin River Wildlife Rescue in Elizabethtown, Kentucky, to implement and study the impact of educational programs on the attitudes of local stakeholders towards specific wildlife species—expanding on Dr. Makecha's current research related to assessing how information on animal minds can be used as an educational tool to improve attitudes toward animals, especially animals that are considered "pest" species. The proposed second project is a collaboration with the International Wildlife Coexistence Network regarding the establishment of human and wildlife coexistence educational displays at zoos and aquariums around the nation and abroad and evaluating the effectiveness of these displays in promoting coexistence. Finally, Dr. Makecha's third proposed project is a continuation of work on a graduate certificate in Environmental Education at EKU. In addition to enhancing Dr. Makecha's teaching, these projects will result in at least two important data collections and write-ups concerning the evaluation of animal cognition as educational

materials and the evaluation of zoo educational displays on human and wildlife coexistence. This research will be some of the first in both areas.

Dr. Karen Martin

Social Work, CLASS

Fall 2024, full-time

The purpose for this proposed sabbatical leave is to research varying multimedia content products and learn more about how multimedia instructional content can make a significant impact on the quality of online asynchronous educational content. Dr. Martin plans to acquire the necessary skills to effectively create more dynamic content designed to improve student engagement, while delivering quality content intended to increase student cognition, critical thinking, and educational satisfaction. Dr. Martin's proposed project includes the following objectives: Conduct a scholarly literature review on various teaching strategies and multimedia products used in online education; develop and acquire skills necessary to successfully utilize a variety of multimedia products to engage learners; design creative learning experiences for successful student learning outcomes based on Bloom's taxonomy, which will be embedded into MSW and BSW courses; demonstrate an understanding of skilled competency in at least one program categorized as digital game-based learning; and design a professional development presentation for the FCTL to share learning outcomes. The proposed project will directly impact the effectiveness of Dr. Martin's teaching since Social Work has fully asynchronous programs.

Dr. Kim Parsons

English, CLASS

Spring 2025, full-time

Dr. Parson's proposed project draws on her expertise in co-requisite courses in ENG101R and ENG102R. The first parts of her proposed project include revising and developing two studies that were previously accepted to national conferences into full-length articles for submission to scholarly journals. Dr. Parson's also proposes to develop a ten-year follow-up study of the English Transition Course project that investigates the status of the courses and current college readiness concerns as it relates to a current literature review. Finally, Dr. Parson's proposes to develop a study to address the increasing concerns with student emotional health, comparing and contrasting the positive and negative affect scores of traditional ENG 101 and ENG 101R students. She plans to submit two articles to peer-reviewed journals and update two additional studies with new data for publication. The proposed research will contribute to teaching effectiveness, particularly student engagement and retention and will inform program, department, and university goals.

Dr. Randi Polk

Languages & Cultures, Anthropology & Sociology, CLASS (and Honors Program)

Fall 2024, full-time

Dr. Randi Polk has proposed three projects for this sabbatical leave. The first proposed project is to complete a peer-reviewed article on French writer and recent Nobel Prize recipient Annie Ernaux and her photographic memories. The second proposed project is to take courses on instructional design to help gain skills for online, asynchronous course delivery, which relates to Dr. Polk's role as coordinator of the eCampus Honors certificate as well as enhances her expertise as instructor of her online courses. Finally, Dr. Polk's third proposed project is to research fast fashion and its impact on global warming and economics to consider the representation of consumption in media to prepare content for an interdisciplinary Honors seminar. The proposed research will contribute to Dr. Polk's professional growth, help her remain up-to-date regarding best practices for all types of course delivery, and be responsive to student interest topics in Honors interdisciplinary courses.

Dr. Tanea Reed

Chemistry, CSTEM

Fall 2024/Spring 2025, full-time
(half-pay)

The purpose of this proposed sabbatical is to conduct research at Vanderbilt University to gain a better understanding of lipidomics and its impact on traumatic brain injury, oxidative stress, and lipid peroxidation. The goal of the proposed sabbatical is to investigate the impact of lipid peroxidation via Preliminary data for this project will serve as a grant application for funding through the KY INBRE. Results from this project will also serve as the basis for additional NIH grant proposals. The proposed research at Vanderbilt University will further allow me to establish vital networking connections between ECU and Vanderbilt, which will help me as the ECU Lead Faculty for the KY-INBRE and recipient of the university's second R15 grant. It will provide me with the opportunity to conduct more innovative research based on expansive research facilities and collaborations. As a visiting scholar, I will also be able to observe chemistry courses at Vanderbilt to assist in curriculum design at ECU as well as learn from Vanderbilt faculty and leadership to enhance student engagement, recruiting, and community service. In addition to grant applications, the proposed project is expected to generate presentations at multiple state and national conferences as well as a manuscript for publication.

Dr. Judah Schept

School of Justice Studies, CJSMS

Fall 2024/Spring 2025, half-time
(full-pay)

The proposed sabbatical is to pursue two distinct research and writing projects. The first proposed project expands on Dr. Schept's current research related to the considerable developments of prison growth in Central Appalachia in recent years. This project involves research in the Floyd County jail with both incarcerated people and people who work there, as well as interview with providers in the county. The second project is a book manuscript that aims to analyze the connections between climate change, public health, police, and imprisonment, and social movements concerning them, through a focus on breathing. Dr. Schept's work continues to focus on issues of criminal justice in ECU's service region, which directly relates to issues that our students in Justice Studies are interested in examining further. Dr. Schept's proposed research also relate to urgent social problems in our region. The proposed projects are expected to enhance Dr. Schept's contributions to the discipline and the university.

Dr. Mary Sciaraffa

Applied Human Sciences, CEAS

Fall 2024/Spring 2025, full-time
(half-pay)

The purpose of the proposed sabbatical project is to conduct a comprehensive exploration of Early Childhood Education (ECE) philosophies and curricula. This project aims to contribute to the advancement of inclusive practices in early childhood education by delving into the ECE ethical standards, national standards for educators and children, educational philosophies, and educational approaches. Research findings will be disseminated through academic publications, presentations, workshops, and online platforms. The sabbatical project's extensive literature review, data analysis, and case studies will enhance classroom instruction, establish Dr. Sciaraffa as a subject matter expert for future research and exploration in the field, and provide a research-based foundation for shaping policies and practices within the department, institution, discipline, and community.

Dr. Nathan Siler

ICCA – School of Music, CLASS

Spring 2025, full-time

The purpose of this proposed sabbatical leave is to prepare for publication of at least fifteen new editions and arrangements of chamber music from the seventeenth century featuring the trombone in a variety of contexts and settings. The objective of this project is to promote familiarity with this cross section of music history and its prolific use of trombone. Dr. Siler intends to publish these works with Cimarron Music Press, which has written in support of the project's historical significance. The proposed project models for students the importance of collaboration among their teachers and provides an opportunity for collaboration with students as well. Dr. Siler's goal is to do a featured performance at the International Trombone Festival or other major brass event showcasing this repertoire as well as to lecture on the project at various brass related events.

Prof. Tara StevensAmerican Sign Language & Interpreter Education, Spring 2025, full-time
CEAHS

The purpose of the proposed sabbatical is to continue work on studying the relationship between the linguistic and cultural competency of ASL-English interpreting students and the impact of course content. The proposed project would measure linguistic skill and cultural competency for students in the interpreter education program. This sabbatical would allow Prof. Stevens to pursue scholarly research with the goal to complete data analysis, draft a manuscript for publication, and submit a conference presentation. In addition to promoting Prof Stevens' personal and professional growth in the field of study, this research could be used in innovative ways to inform pedagogical decisions using evidence-based practice and could be shared with the department to help guide curriculum revisions; additionally, it may also promote interdisciplinary research amongst departments in CEAHS regarding intercultural development. Studying linguistic and cultural competence and the effective use of teaching materials and experiences is an important area of need in the ASL-English interpreting field. The proposed project has the potential to increase ECU's prominence as one of only 15 CCIE-accredited programs in the U.S.

Dr. Ralph TurnerTeaching, Learning, & Educational Leadership,
CEAHSFall 2024/Spring 2025, half-time
(full-pay)

The purpose of the proposed sabbatical project is to examine the role children's literature may have played in the formation of a uniquely American national identity through a survey of some select children's literature. By tracing seminal works in American children's literature, it may be possible to create a better understanding of how American nationalism may have been promulgated and inculcated to children through its literature (and educational systems), and how that literature may have reflected an evolving concept of that nationalism. The proposed research will begin by examining the role children's literature has played historically in creating and/or fostering concepts of "nationalistic identity" and/or "collective consciousness." The objective is to both inform and extend scholarship on the topic through either publications and/or presentations. The proposed research will strengthen and enrich Dr. Turner's teaching and scholarship as a professor of library science and children's and young adult literature.

Sabbatical Requests

| College | Type | | | Pay type | | Replacement Cost | Salary Savings |
|---|-------|------------|-----------------------|----------|--|------------------|----------------|
| College of Education & Applied Human Sciences (CEAHS) | | | | | | | |
| Dr. Mary Sciaraffa | AHS | full leave | Fall 2024/Spring 2025 | half pay | | \$4,000.00 | \$37,709.50 |
| Dr. Ralph Turner | TLEL | half leave | Fall 2024/Spring 2025 | full pay | | \$13,187.00 | \$0.00 |
| Prof. Tara Stevens | ASLIE | 1 semester | Spring 2025 | full pay | | \$10,820.00 | \$0.00 |
| | | | | | | \$28,007.00 | \$37,709.50 |
| Net Cost for CJSMS | | | | | | | -\$9,702.50 |

| College | Type | | | Pay type | Replacement Cost | | Salary Savings |
|--|-----------------|------------|-----------------------|----------|------------------|--------|----------------|
| College of Justice, Safety, & Military Science (CJSMS) | | | | | | | |
| Dr. Judah Schept | Justice Studies | half leave | Fall 2024/Spring 2025 | full pay | | \$0.00 | \$0.00 |
| | | | | | | | |
| | | | | | | \$0.00 | \$0.00 |
| Net Cost for CJSMS | | | | | | | \$0.00 |

| College | Type | Pay type | Replacement Cost | Salary Savings | | | |
|---|-------------|------------|-----------------------|----------------|--|-------------|--------------|
| College of Letters Arts and Social Sciences (CLASS) | | | | | | | |
| Dr. Ben Freed | LCAS | full leave | Fall 2024/Spring 2025 | half pay | | \$0.00 | \$26,443.00 |
| Dr. Radhika Makecha | Psychology | 1 semester | Fall 2024 | full pay | | \$2,705.00 | \$0.00 |
| Dr. Kim Parsons | English | 1 semester | Spring 2025 | full pay | | \$10,608.00 | \$0.00 |
| Dr. Nathan Siler | ICCA-Music | 1 semester | Spring 2025 | full pay | | \$16,539.00 | \$0.00 |
| Dr. Ozan Kalkan | Government | 1 semester | Fall 2024 | full pay | | \$0.00 | \$0.00 |
| Dr. Randi Polk | LCAS | 1 semester | Fall 2024 | full pay | | \$0.00 | \$0.00 |
| Dr. Susan Kroeg | English | full leave | Fall 2024/Spring 2025 | half pay | | \$0.00 | \$32,114.00 |
| Dr. Karen Martin | Social Work | 1 semester | Fall 2024 | full pay | | \$6,529.00 | \$0.00 |
| | | | | | | \$36,381.00 | \$58,557.00 |
| Net Cost for CLASS | | | | | | | -\$22,176.00 |

| College | Type | | | Pay type | | Replacement Cost | Salary Savings |
|-------------------------|-----------|------------|-----------------------|----------|--|------------------|----------------|
| College of STEM (CSTEM) | | | | | | | |
| Dr. Tanea Reed | Chemistry | full leave | Fall 2024/Spring 2025 | half pay | | \$27,980.00 | \$39,784.00 |
| Dr. Pei Gao | Chemistry | 1 semester | Fall 2024 | full pay | | \$3,329.00 | \$0.00 |
| Dr. Chaoyuan (Mary) Liu | MTST | 1 semester | Srping 2025 | full pay | | \$12,207.00 | \$0.00 |
| | | | | | | \$43,516.00 | \$39,784.00 |
| Net Cost for COS* | | | | | | | \$3,732.00 |

Total Sabbatical Cost - \$28,147

Absences and Excuses

Pupils are required to attend regularly and punctually the school in which they are enrolled. Recording of absences and tardies shall be made in compliance with the requirements of 702 KAR 7:125.¹

TRUANCY DEFINED

Any student who has attained the age of six (6), but has not reached his/her eighteenth (18th) birthday, who has been absent from school without valid excuse for three (3) days or more, or tardy without valid excuse on three (3) days or more, is a truant.

Any student enrolled in a public school who has attained the age of eighteen (18) years, but has not reached his/her twenty-first (21st) birthday, who has been absent from school without valid excuse for three (3) or more days, or tardy without valid excuse on three (3) or more days, is a truant.

A student who has been reported as a truant two (2) or more times is an habitual truant.

For the purposes of establishing a student's status as a truant, a student's attendance record is cumulative for an entire school year. When students transfer from one Kentucky school to another, attendance information from the previous school shall become part of their official attendance record for that school year.

EXCUSED ABSENCES

An excused absence or tardiness is one for which work may be made up, such as:

1. Death or severe illness in the pupil's immediate family;
2. Illness of the pupil, including mental or behavioral health;
3. Religious holidays and practices;
4. One (1) day for attendance at the Kentucky State Fair;
5. Documented military leave;
6. One (1) day prior to departure of parent/guardian called to active military duty;
7. One (1) day upon the return of parent/guardian from active military duty;
8. Visitation for up to ten (10) days with the student's parent, de facto custodian, or person with legal custody who, while on active military duty stationed outside of the country, is granted rest and recuperation leave;
9. Ten (10) days for students attending basic training required by a branch of the United States Armed Forces;
10. Students participating in any of the page programs of the General Assembly;² or

Absences and Excuses**EXCUSED ABSENCES (CONTINUED)**

11. Other valid reasons as determined by the Principal/Superintendent, including trips qualifying as educational enhancement opportunities.

Students shall be granted an excused absence for up to ten (10) school days to pursue an educational enhancement opportunity determined by the Principal to be of significant educational value. This opportunity may include, but not be limited to, participation in an educational foreign exchange program or an intensive instructional, experiential, or performance program in one (1) of the core curriculum subjects of English, science, mathematics, social studies, foreign language, and the arts. Educational enhancement opportunities require, at the minimum, a five (5) day advanced approval and cannot be taken during testing.

Unless the Principal determines that extenuating circumstances exist, requests for date(s) falling within State or School testing periods shall not be granted.

The Principal's determination may be appealed to the Superintendent/designee.

Students receiving an excused absence shall have the opportunity to make up school work missed and shall not have their class grades adversely affected for lack of class attendance or class participation due to the excused absence.

* After a total of ten (10) days of absence that have been excused by a parent note, students are required to present a written statement from a physician for each additional absence for the school year in order to be excused.

Exception to 10-absence rule: Parents/guardians of students with a chronic illness or disability shall notify the school in writing, accompanied by a physician's verification. Special consideration may also be considered for (1) death or severe illness in the immediate family or (2) required court appearances.

NOTES REQUIRED

Students returning to school following an absence must obtain an admission slip. A note signed by a parent/guardian is to be presented, explaining the absence. The note must also provide the student's name, grade, date(s) missed, reason, as well as the phone number of the parent/guardian. Based upon the information received, the absence will be declared excused or unexcused in accordance with school policy.

MAKE-UP WORK

When a student has an excused absence, students are given a minimum of one (1) week or the total number of days absent, whichever is greater, to complete any missed classwork. Student must confer with individual course instructors to complete make-up work.

UNEXCUSED ABSENCES

Guidelines concerning unexcused absences shall be published in the School's Discipline Code and the Parent/Student Handbook.

Deleted: under this section

STUDENTS

09.123
(CONTINUED)

Absences and Excuses

REFERENCES:

¹702 KAR 7:125

²KRS 159.035

KRS 36.396; KRS 38.470; KRS 40.366

KRS 158.070; KRS 158.183; KRS 158.293; KRS 158.294

KRS 159.140; KRS 159.150; KRS 159.180

OAG 76-566; OAG 79-68; OAG 79-539; OAG 91-79; OAG 96-28

RELATED POLICIES:

09.111; 09.122; 09.4281

09.126 (re requirements/exceptions for students from military families)

Staff Emeritus Recommendation

| College/Department | Title | Nominee |
|---|--------------------|----------------|
| EKU Online | Executive Director | Tim Matthews |
| <p>Dean Ryan Baggett and the four directors of EKU Online nominated Tim Matthews for Staff Emeritus. Mr. Matthews' drive, determination, and willingness to make a positive difference in the lives of others are all part of why he was nominated for Staff Emeritus. Through his many years of service at EKU, Mr. Matthews was known for his dedication and commitment to providing quality and accessible education to all. His leadership and mentorship set him apart. Accomplishments under his leadership include but are not limited to expanded course offerings from two online College of Justice and Safety programs to over 100 graduate and undergraduate offerings, nearly 4,000 students classified as 100% online through EKU Online programs, and currently over 11,000 online program graduates. Mr. Matthews had a strong commitment to EKU and true passion for student learning during his time as Executive Director. The letters of support that accompanied Mr. Matthews' nomination confirm that he is very deserving of this recognition.</p> | | |



EASTERN KENTUCKY UNIVERSITY

Serving Kentuckians Since 1906

Executive Vice President for Academics & Provost
provost@eku.edu www.eku.edu

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521 Lancaster Avenue
Richmond, Kentucky 40475-3102
PHONE: (859) 622-3884
FAX: (859) 622-8136

TO: Dana Fohl

FROM: Sara Zeigler, PhD

DATE: October 26, 2023

SUBJECT: Council on Academic Affairs Agenda for Board of Regents

These items from the Council on Academic Affairs are presented for the Board of Regents' consideration on November 15, 2023.

The following curriculum proposals are presented to the Board of Regents.

New Programs

1. The Institute for Creative and Collaborative Arts: BFA in Documentary Film Production (College of Letters, Arts, and Social Sciences)

Program Closures

1. Honors Certificate (Academic Affairs)
2. Applied Creative Thinking Certificate (Academic Affairs)
3. History Master of Arts (Department of History, Philosophy, and Religious Studies, College of Letters, Arts, and Social Sciences)

I. Recommendation for Honorary Doctorate

II. Issue

The proposal is to award an honorary degree, Doctor of Humane Letters (LHD), to Dr. Aaron Thompson.

III. Background

Dr. Aaron Thompson, current President of the Kentucky Council for Postsecondary Education, is a nationally recognized leader in higher education who has worked tirelessly his entire career to ensure that all Kentuckians have an equal opportunity to improve their lives for postsecondary education, contributing to distinguished service to society and humanity.

IV. President's Recommendation

Based upon the recommendations of the Honorary Degree Committee and other University Officials and entities, the President recommends approval.

Dr. Aaron Thompson is president of the Kentucky Council on Postsecondary Education. He is a nationally recognized leader in higher education who is working to ensure that all Kentuckians have an equal opportunity to improve their lives through postsecondary education.

Thompson experienced first-hand the transformative power of a college credential, and he considers it his life's mission to help the Commonwealth achieve prosperity through education. The son of an illiterate coal miner and a mother who attained only an 8th-grade education, he went on to become a first-generation high school and college graduate.

His leadership experience spans 27 years across higher education, business and numerous nonprofit boards. Thompson has researched, taught and consulted in areas of diversity, leadership, ethics, multicultural families, race and ethnic relations, student success, first-year students, retention, cultural competence and organizational design throughout his career.

Thompson was named president of the Council On Postsecondary Education in 2018 after serving for four years as senior vice president for academic affairs and for five years as executive vice president.

He spent 21 years as a professor at Eastern Kentucky University, then served the school for four years as associate vice president for academic affairs. He also served as interim president of Kentucky State University for one year.

He has authored or co-authored numerous books and peer-reviewed publications on diversity, cultural competence, first-year experience programs, retention and student success, among other topics. He was inducted into the Kentucky Civil Rights Hall of Fame in 2019.

Thompson holds a bachelor's degree in political science and sociology from Eastern Kentucky University and a master's degree and a doctorate in sociology from the University of Kentucky.

AARON THOMPSON, Ph.D.

BY THE NUMBERS

31

Years of
Leadership
Experience

18

Books authored
or co-authored

850

Workshops,
seminars &
invited lectures

32

research
publications

61

state and national
board and
committee
memberships

\$82M

grant dollars
received

31

Awards &
recognitions

EDUCATION

Ph.D., Sociology

University of Kentucky, 1992

Areas: Work, Gender, and Inequality; Organizational Behavior; Stratification, Race and Ethnic Relations.

Dissertation: "Views on affirmative action inside the university: The relationship between authority and attitudes."

MA, Sociology

University of Kentucky, 1990

BA, Political Science & Sociology,

Eastern Kentucky University, 1978

Honorary Doctor of Humane Letters,

Union College, 2011

STATE & NATIONAL LEADERSHIP

Board Chair, Baptist Health, Inc. (2021-Present)

Board Member- NCEE (National Center on Education and the Economy)

Board Chair, National Council on Community & Education Partnerships (2012-2021)

Board Vice-Chair, Baptist Health, Inc. (2019-2021)

Board Member (ex-officio), Kentucky Department of Education

Board Member, National Center on Education and the Economy

Expert Witness, Oversight Hearing: Closing the Achievement Gap in Higher Education, U.S. House of Representatives Committee on Appropriations, Subcommittee on Labor, Health and Human Services, Education, and Related Agencies

Invited White House Advisor, White House Initiative on Historically Black Colleges & Universities

State Lead, White House Reach Higher Convening on Strengthening School Counseling & College Advising

State Lead, White House Reach Higher Summit on FAFSA

Governor's Appointee, Education Commission of the States

Governor's Appointee, Charter Schools Advisory Council

Governor's Appointee, Kentucky Workforce Innovation Board, KWIB Employer Engagement Committee and KWIB Education Attainment and Completion Committee

Governor's Appointee, Citizens Committee on Chemical Weapons Disposal

ADMINISTRATIVE EXPERIENCE

KEY ACCOMPLISHMENTS

- ✓ One of the primary architects of two statewide strategic agendas for Kentucky's public postsecondary and adult education systems
- ✓ A Primary leader in the development of a comprehensive performance funding model for Kentucky higher education.
- ✓ C0-Led Kentucky in becoming first state to develop a statewide policy that ties campus performance on diversity, equity and inclusion goals to new academic program approval eligibility.
- ✓ Increased overall credentials by 17% and Underrepresented by 37%

Member, Committee on Diversity, National Council on Family Relations

Board Member, The Quality Assurance Commons for Higher and Postsecondary Education Advisory Board

Board Member, Baptist Health Board, Chair of the Governance Committee and Member of the Compensation Committee

Board Member, Kentucky Humanities Council

Member, Shaping Our Appalachian Region (SOAR) Futures Committee

President

Council on Postsecondary Education

2018 to present

Chief Executive Officer for the state's higher education coordinating body.

The State of Kentucky Chief higher education officer responsible for the coordination of eight public universities and The Kentucky Community and Technical College System that consists of 16 individual colleges with 70+ sites throughout Kentucky. In addition, the Chief Licensing Officer for 85 Private non profit and Private-sector colleges and universities.

Executive Vice President & Chief Academic Officer

Council on Postsecondary Education

2013 to present

KEY ACCOMPLISHMENTS

- ✓ One of the primary architects of two statewide strategic agendas for Kentucky's public postsecondary and adult education systems
- ✓ A Primary leader in the development of a comprehensive performance funding model for Kentucky higher education.
- ✓ C0-Led Kentucky in becoming first state to develop a statewide policy that ties campus performance on diversity, equity and inclusion goals to new academic program approval eligibility.
- ✓ Initiated development of a new corequisite model for developmental education on Kentucky campuses to help underprepared students succeed in gateway courses.

KEY ACCOMPLISHMENTS

- ✓ Balanced budget with only a slight tuition increase of 0.57% in-state / 3.7% out-of-state
- ✓ 34% increase in undergraduate enrollment increase in one year
- ✓ 133% increase in first-time, first-year student enrollment increase in one year.
- ✓ 18% increase in graduate enrollment in one year.
- ✓ 145% increase in dual credit enrollment in one year.
- ✓ 25% increase in faculty of color
- ✓ Initiated free e-textbook program for all students

Chief Operating Officer for the state's higher education coordinating body and Chief Academic Officer of the public postsecondary system.

I am responsible for promoting creation of an accessible, high-quality, and efficient academic sector of public postsecondary education. In this role, I lead system efforts to foster academic excellence and student success within a public postsecondary system of 24 public colleges and universities serving more than 200,000 students and employing more than 39,000 faculty and staff. At the national and state levels, I work with accrediting agencies, national associations and higher education leaders to promote an agenda that elevates academic quality and student success at every level. I am actively engaged in building strong relationships with governmental officials (federal, state, and local), business and community leaders and regularly advocate for higher education by testifying in front of the General Assembly and U.S. Congress. As Executive Vice President, I provide operational oversight of all units of the Council on Postsecondary Education including Academic Affairs, Finance and Budget; Policy, Planning and External Relations, Information and Research; Technology, Administrative Services and Kentucky Adult Education. As Chief Academic Officer, I provide direction for a variety of initiatives (student success, research, academic programs, institutional licensure, college readiness, etc.) linking the academic goals and programs of Kentucky's postsecondary institutions with a public agenda addressing the needs of Kentucky's students, citizens, communities and economy.

Interim President *Kentucky State University* **May 2016 – July 2017**

Chief Executive Officer of a public comprehensive, liberal arts, 1890 land grant institution

In this role, I served as the Chief Executive Officer of a public, land-grant, Historically Black College and University offering associates, bachelors, masters and doctoral degrees to a diverse student body. I worked with senior administrators, faculty, staff and students to strengthen and implement the institution's recently adopted strategic plan, increase financial resources and expand community partnerships and support. In my brief tenure, I led efforts to advocate for the university with state leaders and to resolve long-standing financial issues, balancing the university budget for the first time in eight years. I took substantial steps to rebuild a strong organizational structure and restructure academic programs and student support services to increase student recruitment, retention and success.

KEY ACCOMPLISHMENTS

- ✓ Led the development of the General Education Transfer Policy (HB160 in 2010) to enable course-to-course transfer between 2-year and 4-year institutions and establish a common course numbering system across community & technical colleges.
- ✓ Received and oversaw a 6-year, \$54 million GEAR UP state grant to improve the college readiness & success of low-income students.
- ✓ Established Statewide Dual Credit Policy to define the process for secondary students to take college-level courses and receive both college and high school credit.
- ✓ Led the effort to create and implement Kentucky's seamless transfer legislation
- ✓ Co-Led implementation of Kentucky's landmark Senate Bill 1 legislation and development of unified strategies across P-12 and postsecondary systems to promote college success for underprepared students.
- ✓ Instituted annual Kentucky Student Success Summit to promote high impact student success practices in Kentucky.

Senior Vice President for Academic Affairs

Council on Postsecondary Education

2010 – 2013

Vice President for Academic Affairs (8 months interim)

Council on Postsecondary Education

2009-2010

Chief Academic Officer for higher education in the Commonwealth of Kentucky.

In this role, I worked across the P-20 education system to spur innovation in academic programs, policies and practices and promote increased student access and success. As a member of the Executive Leadership Team, I provided leadership, vision, direction and advocacy for the development and implementation of the academic agenda for Kentucky's statewide strategic plan for postsecondary and adult education. In collaboration with the chief academic officers of Kentucky's four-year public universities and two-year public and community college system, I worked to align institutional strengths and state resources with state-level educational attainment goals. I led policy formulation and implementation to improve college access, equity and diversity among student populations and promote on-time degree completion and institutional efficiencies. I oversaw academic program approval, institutional licensure and budget development for the public postsecondary system and advised state policymakers in the Executive and Legislative branches on the implications of educational policy decisions for both institutions and students. I was responsible for the selection, supervision, evaluation and development of a professional academic affairs staff and oversaw efforts to implement policy decisions of the Council and the Kentucky General Assembly.

Associate Vice President for Academic Affairs, University Programs

Eastern Kentucky University

2005-2007

Senior academic administrator for a four-year comprehensive public university.

As a senior administrator responsible for curriculum and faculty matters, I led faculty recruitment, hiring and development for Academic Affairs, oversaw curriculum development and approval, and directed the promotion and tenure process at a comprehensive, public 4-year university. My purview included university-wide undergraduate education (i.e. Appalachian Studies Cooperative Education English Language Instruction Program (EELI), International Studies, Women's Studies and QEP), General Education, the Teaching & Learning Center, service learning and the American Democracy Project.

KEY ACCOMPLISHMENTS

- ✓ 11% increase in total headcount and FTE enrollment – the largest increase in the previous 12 years
- ✓ 12% increase in minority student enrollment
- ✓ 60% increase in summer school enrollment
- ✓ 14 percentage point increase in freshman matriculation rates
- ✓ 27% increase in freshman enrollment
- ✓ 14% increase in enrollment of transfer students
- ✓ 8 percentage point increase in graduation rate
- ✓ 5 percentage point increase in first-to-second-year retention rates
- ✓ 6% increase in ACT composite scores
- ✓ EKU became the first choice for 80% of freshmen applicants

Associate Vice President for Academic Affairs, Enrollment Management

Eastern Kentucky University
2001-2005

Assistant Vice President for Academic Affairs/Executive Director of Student Success Institute

Eastern Kentucky University
1999-2001

Senior academic administrator for a four-year comprehensive public university.

In these roles, I served as university administrator overseeing overall student enrollment and retention, as well as faculty evaluation and development. I provided direct oversight for the following areas: Academic Advising, Academic Testing, Developmental Education, English Language Instruction Program (EELI), Financial Aid, Multicultural Student Services, Registrar, Scholarships, Student Athletics Tutoring Offices, Student Success Institute, Summer Orientation, Undergraduate Admissions, Teaching & Learning Center and service learning. I oversaw creation and maintenance of undergraduate and graduate catalogs and the faculty handbook. I also administered evaluations of deans and department chairs, calculated raises and step-down salaries for deans and department chairs, and resolved student appeals and grievances that moved beyond the scope of an individual college. In 2001 when my role expanded to include Enrollment Management, the following areas were added to my area of responsibility: First Year Experience Courses/Programs, Graduate Admissions, International Studies, Mentoring and Tutoring, Student Support Services, and Summer School.

Acting Director of Academic Advising & Academic Testing

Eastern Kentucky University
2000

Coordinator of Academic Success/Retention

Eastern Kentucky University
1997-1999

In this role, I coordinated campus-wide retention efforts through the creation, enhancement and direction of programs and service units designed to increase student recruitment and retention. During my tenure, I designed and administered a new freshman entrance survey, established and coordinated bridge programs for students in need of remedial coursework, and developed a mentoring program.

ACADEMIC EXPERIENCE

| | |
|--|--------------|
| Professor Emeritus Eastern Kentucky University | 2019-Present |
| Professor, Department of Educational Leadership & Policy Studies Eastern Kentucky University | 2007-2019 |
| Professor, Department of Anthropology, Sociology, & Social Work Eastern Kentucky University | 2002-2007 |
| Associate Professor, Department of Anthropology, Sociology, & Social Work Eastern Kentucky University | 1997-2002 |
| Assistant Professor, Department of Human Development & Family Studies University of Missouri – Columbia | 1993-1997 |
| Co-Created and Co-Taught <i>Focus on Kids</i> Program Parenting program designed for divorcing parents | 1995-1997 |
| Adjunct Field Faculty Vermont College, Graduate Program in Organizational Development and Behavior | 1995-1999 |
| Adjunct Faculty, Department of Psychology University of Missouri – Columbia | 1995-2001 |
| Adjunct Faculty, Department of Rural Sociology University of Missouri – Columbia | 1996-1997 |
| Social Science/Humanities Section Faculty University of Missouri, Academic Retention Office, Minority Transition Program | 1994-1997 |
| Black Studies Affiliate Faculty University of Missouri – Columbia | 1993-1997 |
| Assistant Professor, Department of Anthropology, Sociology, & Social Work Eastern Kentucky University | 1991-1993 |
| Part-Time Instructor, Department of Anthropology, Sociology, & Social Work Eastern Kentucky University | 1990-1991 |
| Part-Time Instructor, Department of Sociology University of Kentucky | 1990-1991 |
| Part-Time Instructor, Department of Business & Social Sciences Lexington Community College | 1989-1990 |

OTHER PROFESSIONAL EXPERIENCE

Aaron Thompson, PhD., Consultant

1991 – present

I provide professional consulting, seminars and workshops to individuals and organizations including educational institutions, for-profit corporations, healthcare, law enforcement, municipalities, and non-profit organizations. Areas of expert consulting include:

- Diversity
- Cultural Awareness (e.g., race, gender, ethnicity, region, religious, sexual discrimination and sexual harassment, sexual orientation, etc.)
- Cultural Competence
- Ethics
- Leadership
- Organizational Management
- Organizational Analysis
- Student Success
- Strategic Planning and Assessment

Owner, Ripple Effects Resources (www.rippleeffectsresources.com)

2006 – 2013

I provided training videos to individuals and organizations including educational institutions, for-profit corporations, healthcare, law enforcement, municipalities, and non-profit organizations. Areas of training include:

- Diversity
- Cultural Awareness (e.g., race, gender, ethnicity, region, religious, sexual discrimination and sexual harassment, sexual orientation, etc.)
- Cultural Competence
- Ethics
- Human Relations Workplace Strategies
- Leadership

Store Management, Kroger Company, Lexington, Kentucky

1985-1988

Owner, J&T Vending Company, Lexington, Kentucky

1985-1988

Store Management, Winn-Dixie Food Stores, Louisville, Kentucky

1979-1985

CERTIFICATIONS & AFFILIATIONS

Faculty

Illinois Law Enforcement Executive Institute

Certified Family Life Educator (CFLE)

Designated by the National Council on Family Relations

Ethics and Integrity Train-the-Trainer Program

United States Department of Justice

Certified Trainer for Police Organizations

Kentucky Law Enforcement Council

Onsite Assessment Team Leader Training

Western Regional Institute for Community Oriented Policing

Missouri Post Certified

(Police Officer Standards and Training)

PUBLICATIONS (SELECTED)

Books

Thompson, A, Barber, H, & Cuseo, J.B. (2020). *Implementing Innovative Leadership in an Inclusive Learning Environment*. Dubuque, IA: Kendall Hunt.

Ward K & Thompson A. (2019). *Thriving in the HBCU and Beyond*. Dubuque, IA: Kendall Hunt.

Thompson, A, Cuseo J., Roush J.R., & Shope S. (2018). *Thriving in High School and Beyond: Strategies for Academic Success and Personal Development*. Dubuque, IA: Kendall Hunt

Thompson, A. (ed.) (2016). *Infusing Ethics & Diversity into Teacher Education*. Dubuque, IA: Kendall Hunt.

Cuseo, J.B., Thompson, A., McLaughlin, J., & Moono, S. (2016). *Thriving in the Community College and Beyond: Strategies for Academic Success and Personal Development*. (3rd ed.) Dubuque, IA: Kendall Hunt.

Cuseo, J.B., Thompson, A., Campagna, M., & Fecas, V. (2016). *Thriving in College: Research-Based Strategies for Academic Success and Personal Development* (4th ed.) Dubuque, IA: Kendall Hunt.

Cuseo, J.B. & Thompson, A. (2014). *Humanity, Diversity, & the Liberal Arts: Foundation of a College Education*. (2nd ed.) Dubuque, IA: Kendall Hunt.

Thompson, A. & Cuseo, J.B. (2014). *Diversity & the College Experience*. (2nd ed.) Dubuque, IA: Kendall Hunt.

Metz, G., Cuseo, J.B., & Thompson, A. (2013). *Changing Student Culture from the Ground Up*. Dubuque, IA: Kendall Hunt.

Luhman, R. & Thompson, A. (2013). *The Sociological Outlook*. Dubuque, IA: Kendall Hunt.

Cuseo, J.B., Thompson, A., McLaughlin, J., & Moono, S. (2013). *Thriving in the Community College and Beyond: Strategies for Academic Success and Personal Development*. (2nd ed.) Dubuque, IA: Kendall Hunt.

Cuseo, J.B., Thompson, A., Campagna, M & Fecas, V., (2013). *Thriving in College: Research-Based Strategies for Academic Success and Personal Development* (3rd ed.) Dubuque, IA: Kendall Hunt.

Thompson, A. & Cuseo, J.B. (2012). *Infusing Diversity and Cultural Competence into Teacher Education*. Dubuque, IA: Kendall Hunt.

Cuseo, J.B., Thompson, A., McLaughlin, J., & Moono, S. (2010). *Thriving in the Community College and Beyond: Strategies for Academic Success and Personal Development*. Dubuque, IA: Kendall Hunt.

Cuseo, J.B. & Thompson, A. (2010). *Humanity, Diversity, & the Liberal Arts: Foundation of a College Education*. Dubuque, IA: Kendall Hunt.

Thompson, A. & Cuseo, J.B. (2009). *Diversity & the College Experience*. Dubuque, IA: Kendall Hunt.

Davis, R. & Thompson A. (eds.) (2001). *Focus on Success*. Dubuque, IA: Kendall Hunt.

Lawson, E.J. & Thompson, A. (1999). *Black Men and Divorce*. Thousands Oaks, California: Sage Publications.

Wilkinson, D. & Thompson, A. (eds.) (1991). *Race, Gender, and the Life Cycle*. Acton, Mass: Copley.

Book Chapters

- Thompson, A. (2019). **"Introduction to the African American Experience."** In Farrington, J, Powell, N., Graham, G., Day, L. Anyanwe, O.'s *Slavery to Liberation: The African American Experience*, Encompass Digital Archive, Eastern Kentucky University.
- Thompson, A. & Lawson, E. J. (2004). **"Divorce and fatherhood: Insights from black men."** In Mark Hutter's *The Family Experience: A Reader in Cultural Diversity*. Needham Heights, MA: Allyn & Bacon.
- Thompson, A. (2002). **"Boy you better learn how to count your money: An essay on education and the Black family."** In Reid Luhman's, *Race and Ethnicity in the United States: Our Differences and Our Roots*. Fort Worth: Harcourt College Publishers.
- Thompson, A. (2000). **"African American families: Historically resilient."** in A. Strickland & R.W. Weems (eds.), *The African American Experience: A Historiographical and Bibliographical Guide*. Westport, Conn.: Greenwood Press.
- Thompson, A. & Luhman, R. (1997). **"Familial predictors of educational attainment: Regional and racial variations."** In Peter Hall's, *Race, Ethnicity, and Multiculturalism*: Garland Publishing.
- Lawson, E. J. & Thompson, A. (1994). **"The health status of black women: A historical perspective and current trends."** In Robert Staples (ed.), *The Black Family (6th Ed.)*. San Francisco: Wadsworth.
- Lawson, E. J. & Thompson, A. (1992). **"The health of black older females: A historical perspective."** In Barbara Kail (ed.), *Special Problems on Non-Compliance among Women of Color*. New York: Manton.
- Hatch, Laurie R., & Thompson, A. (1992). **"Family responsibilities and women's retirement."** In Maximiliane Szinovacz, David J. Ekerdt, and Barbara H. Vinick (eds.), *Families and Retirement*. Newbury Park, California: Sage.
- Thompson, A. (1992-2007). **"Boy you better learn how to count your money: An essay on education and the Black family."** In Reid Luhman's, *The Sociological Outlook (3rd-8th eds.)*. San Diego, California: Collegiate Press.

Book Reviews

- Thompson, A. (1998). [Review of The Black Family (Ed)]. *Journal of Marriage and the Family*, 60 (1), 269.
- Thompson, A. (1996). [Review of Multiracial Couples: Black and White Voices]. *Family Relations*. 45(4), 480.
- Thompson, A. (1996). [Review of Families in Multicultural Perspective]. *Family Relations*. 45(3), 353-354.
- Thompson, A. (1996). [Review of Black Male Deviance]. *Family Relations*. 45(1), 119-120.
- Thompson, A. (1994). [Review of Mixed and matched: Inter-religious courtship and marriage in Northern Ireland]. *Journal of Marriage and the Family*. 56(4) 1050-1051.
- Thompson, A. (1994). [Review of Inside the mixed marriage: Accounts of changing attitudes, patterns, and perceptions of cross-cultural and interracial marriages]. *Journal of Marriage and the Family*. 56(4) 1050-1051.
- Thompson, A. (1994). [Review of Research on the African-American family: A holistic perspective]. *Journal of Marriage and Family*. 56(1) 240-241.
- Thompson, A. (1993). [Review of Family ethnicity: Strength in diversity]. *Journal of Marriage and the Family*. 55(4), 1050-1051.
- Thompson, A. (1993). [Review of Black families at the crossroads: Challenges and Prospects]. *Journal of Marriage and the Family*. 55(1), 792-793.

Peer-Reviewed Articles (Selected)

- Sweet, C., Blythe, H. & Thompson, A. (2009) "Nullifying the Barby Effect: Connecting with Your Students." *The National Teaching and Learning Forum*, (18) 5, 5-6.
- Johnson, J, Thompson, A, & Naugle, K.(2009). "Place-Conscious Capacity-Building: A Systemic Model for the Revitalization and Renewal of Rural Schools and Communities through University-based Regional Stewardship." *Rural Society* (19)2, 178-188.
- Thompson, A. (2009). "Race Relations." in Helen Greene & Shaun Gabbidon's *Encyclopedia of Race and Crime*. Thousand Oaks, CA: Sage.
- Thompson, A. (2009). "White Privilege." in Helen Greene & Shaun Gabbidon's *Encyclopedia of Race and Crime*. Thousand Oaks, CA: Sage.
- Thompson, A. & Lawson, E.J. (1999). "African American men and fatherhood: A look from divorced fathers." *Journal of African American Men*. 4(1), 37-51.
- DeBord, K. & Thompson, A. (1997). "Community diversity: Issues and strategies for a comprehensive multicultural framework." Bringing Excellence to Substance Abuse Services in Rural and Frontier America: 1996 Award for excellence papers. *Technical Assistance publication series* 20. Rockville, MD: Center for Substance Abuse Treatment publication number (SMA) 97-3134, pp. 55-61.
- Ganong, L.H., Coleman, M., Thompson, A., & Goodwin, C. (1996). "African-American and European-American college students' expectations for self and for future partners." *Journal of Family Issues*, 17(6), 758-775.
- Lawson, E.J. & Thompson, A. (1996). "Black men's perception of divorce-related stressors and strategies for coping with divorce: An exploratory study." *Journal of Family Issues*, 17(2), 249-273.
- Lawson, E. J. & Thompson, A. (1995). "Black men make sense of marital distress and divorce: An exploratory study." *Family Relations*, 44(2), 211-218.
- Thompson, A. & Lawson, E. J. (1994). "Divorce and fatherhood: Insights from black men." *Family Perspective*, 28 (3), 169-181.
- Lawson, E. J. & Thompson, A. (1994). "Historical and social correlates of African American divorce: Review of the literature and implications for research." *The Western Journal of Black Studies*, 8(2), 91-103.
- Thompson, A. (1994). Divorced fathers: Perspectives of African-American Men, *The African-Americanist*, 6 (1), 8-9.

Peer-Reviewed Research Presentations (Selected)

- "Supporting the transition of first-generation students and students of color: Reexamining our first year programs." Annual Conference on the First-Year Experience, Atlanta, GA, February 4, 2011, Co-presenter, M. Campagna.
- "Designing a peer leadership program to foster student transition, persistence, and inclusion." Annual Students in Transition Conference, Salt Lake City, UT, November 7, 2009, Co-presenter, M. Campagna.
- "Creating and sustaining a positive environment in a diverse classroom." Annual Conference of the National Council of Professors of Educational Administration, San Antonio, TX, August 6, 2009.
- Discussant for "First-year students and diversity." Annual Conference on the First-Year Experience, Orlando, FL, February 9, 2009.
- "Meeting the needs of a diverse student body through the first-year seminar." Annual Conference on the First-Year Experience, Orlando, FL, February 9, 2009.

"Summer reading." Annual Conference on the First-Year Experience, Orlando, FL, February 7, 2009.

"Applying a place-based, culturally relevant approach to student achievement: The case of a rural Appalachian school district." Annual Ohio Appalachian Center for Higher Education Conference, Marietta, OH, October 17, 2008.

"Applying a place-based cultural relevant approach to student achievement: The case of a rural Appalachian school district." Annual National Council of Professors of Educational Administration, San Diego, CA, July 31, 2008.

"Creating culturally competent classrooms: Understanding the needs of a diverse student body." Annual Kentucky Association of School Administrators Conference, Louisville, KY, July 17, 2008.

"Developing an appreciation for diversity in the first year." Annual Conference on the First-Year Experience, San Francisco, CA, February 19, 2008.

"The importance of infusing diversity into the first year." Annual Students in Transition Conference, Cincinnati, Ohio, November 6, 2007.

"Civic engagement & stewardship: Cutting edge initiatives in Kentucky." Annual American Democracy Project Conference, Philadelphia, Pennsylvania, June 8, 2007.

"Diversity education for first-year students: Why, what, and how?" Annual Conference on the First-Year Experience, Co-presenter J. Cuseo. Addison, Texas, February 20, 2007.

"Centralizing and institutionalizing service learning and civic engagement at your institution." Annual American Democracy Project Conference, Snowbird, Utah, June 16, 2006.

"Educator-publisher partnerships: Collaborating to promote the success of first-year students." Annual Conference on the First-Year Experience, Co-presenters J. Cuseo, V. Fecas, P. Carty, T. Bower, Atlanta, Georgia, February 26, 2006

"Diversity education for first-year students: The why, the what, and the how." Annual Conference on the First-Year Experience, Co-presenter J. Cuseo, Phoenix, Arizona. February 7, 2005.

"Is Kentucky Southern?: An argument based on the history of racial politics in KY" The annual conference held by the Center for History and Politics. Richmond, KY, September 20, 2000.

Discussant for "The social contexts of couple relationships: Marriage processes: Race, typologies, quality and adjustment." National Council on Family Relations Annual Conference, Milwaukee, WI, November 1998.

"A qualitative analysis of the role of family in the retention of African American males at predominately White universities: A preliminary application of the Social Convoy Model." Presentation at the annual conference of the National Council on Family Relations, Co-presenters: Jennifer Hardesty & Reid Luhman, Washington, DC, November, 1997.

"Rising to the challenges and opportunities of a new millennium." Panel discussant at the 14th Annual *KADE* Conference. Richmond, KY, October, 1997.

"Experiences in providing parenting education to divorcing parents." Symposia presentation at the annual conference of the National Council on Family Relations, Kansas City, MO, November, 1996.

"Contesting the meaning of race." A panel discussant on racial classification, racial dualism, and race relations in the U.S., University of Missouri-Columbia, April, 1996.

"Black men and marital satisfaction." Paper presented at Groves Conference on Aging. Co-presenter: Erma Lawson. Lexington, KY, April, 1995.

"Family correlates of educational attainment for African American and European American students." Paper presented at the annual conference of the National Council on Family Relations, Co-presenter: Reid Luhman, Minneapolis, MN, November, 1994.

Discussant for "And justice for all: Families of color in the United States." National Council on Family Relations Annual Conference, Minneapolis, MN, November 1994.

"Infusing multiculturalism into the classroom." Workshop conducted at Wakonse Conference on College Teaching, Lake Michigan, May, 1994.

"The art of political correctness." Workshop conducted at Wakonse Conference on College Teaching, Lake Michigan, May, 1994.

"Predictors of educational attainment for African Americans: Regional variations." Paper presented at the Southern Sociological Society Annual Conference, Co-presenter: Reid Luhman, Raleigh, NC, April, 1994.

"Families and schools: Ethnicity, race, and multiculturalism." Discussant at the Missouri Symposium of Research and Educational Policy, Columbia, MO, March, 1994.

Discussant for "A research agenda for the interaction of race and gender." National Council on Family Relations Annual Conference, Baltimore, MD, November, 1993.

Workshop Chair for "The community struggle for African-centered education." Black Studies Fall Symposium, University of Missouri-Columbia, Columbia, MO, November, 1993.

"Understanding divorce in the African American family: Black men speak out." Paper presented at the National Council on Family Relations Annual Conference, Baltimore, MD, Co-author: Erma J. Lawson. November, 1993.

"Has Affirmative Action failed as a political process in mainly white universities?" Paper presented at the Kentucky Political Science Association Annual Meeting, Richmond, KY, March, 1993.

"Married female's perception of men sharing housework: A Black-White comparison." Paper presented at the National Council on Family Relations Annual Conference, Orlando, FL, November, 1992.

"Adolescents self-conceptions: Sociocultural differences." Paper Presented at the National Council on Family Relations Annual Conference, Co-presenter: Patricia Wilson. Denver, CO, November 1991.

"Effects of family circumstances on the work and retirement status of African-American and White women." Paper presented at the National Council on Family Relations Annual Conference, Co-presenter: Laurie R. Hatch. Seattle, WA, November, 1990.

"Inequalities in middle management mobility in corporations based on race and gender." Paper presented at the Society for Applied Sociology Annual Conference, Cincinnati, OH, October, 1990.

"Differences in the self-ratings of health among the elderly." Poster presented at the College of Medicine, University of Kentucky. Co-author: Shireen Rajaram. Lexington, KY, October, 1990.

"Barriers to the mobility process for women and minorities in large corporations." Paper presented at the Anthropologist and Sociologist of Kentucky Annual Conference, Louisville, KY, October, 1989.

SPEAKING ENGAGEMENTS (SELECTED)

Keynote Speaker: Midwestern High Education Compact Concurrent Enrollment Teacher Credential Summit, Cincinnati, Ohio, May 16, 2018.

Plenary Speaker: Rural College Access and Success Summit, Lexington, Kentucky, May 14, 2018

Keynote Speaker: National Alliance of Concurrent Enrollment Partnerships (NACEP) Midwest Regional Conference, University of Cincinnati, Cincinnati, Ohio, May 14, 2018.

Session Speaker: 35th Annual Kentucky Association of Blacks in Higher Education, "The specific role KABHE can play in making performance-based funding a success in Kentucky." Northern Kentucky University, April 6, 2018.

Plenary Speaker: 35th Annual Kentucky Association of Blacks in Higher Education, "Performance-based funding: The nuts and bolts of this model and what it means for colleges and universities in Kentucky." Northern Kentucky University, April 6, 2018.

Invited Speaker: "Embracing change: 21st century education." Eastern Kentucky University, Richmond, Kentucky, March 29, 2018.

"Diversity and the college experience," 3rd National Personal Librarian and First Year Experience Library Conference, Case Western Reserve University, Cleveland, Ohio, March 21, 2018.

Keynote Speaker: 3rd National Personal Librarian and First Year Experience Library Conference, "Integrating diversity and critical thinking to increase student success." Case Western Reserve University, Cleveland, OH, March 21, 2018.

Workshop Speaker: NCCEP/GEAR UP Capacity Building Workshop, "GEAR UP in the 7th year – Fulfilling the promise." Las Vegas, NV, February 5, 2018.

Session Speaker: Association of American Colleges and Universities Annual Meeting, "Let the circle be unbroken: Learning outcomes and public trust." Washington, DC, January 25, 2018.

Keynote Speaker: National Association of System Heads / American Council on Education System Leadership Academy, "Inclusive excellence and equity gaps." Washington, DC, January 17, 2018.

Keynote Speaker: EKU 4th Annual Management Professional Development Workshop, Eastern Kentucky University, November 10, 2017.

Keynote Speaker: Bluegrass Higher Education Consortium Academic Leadership Academy, "Four steps to becoming a better leader." Asbury University, October 18, 2017.

Keynote Speaker: Kentucky Association for Continuing Higher Education, Paducah (via Zoom), September 26, 2017.

Convocation Speaker: Elizabethtown Community and Technical College, "Closing the achievement gap between minority and majority students." Elizabethtown, KY, August 7, 2017.

Convocation Speaker: Governor's Scholar Program, Morehead State University, July 12, 2017.

Keynote Speaker: EKU First Year Courses Faculty Certification Training, Eastern Kentucky University, Richmond, Kentucky, June 26, 2017.

Keynote Speaker: Pearson's 2017 HBCUs: Executive Leadership Forum, Charlotte, North Carolina, February 16-17, 2017

Keynote Speaker: Cross REL Appalachia Event, "College and career readiness in rural communities." Nashville, Tennessee, July 25, 2016.

Convocation Speaker: Governor's Scholar Program, Morehead State University, July 6, 2016.

Keynote Speaker: Appalachian Higher Education Network's 3rd Annual Conference, "Equipping and empowering Appalachian students for postsecondary education." Kingsport, Tennessee, June 21, 2016

Opening Speaker: Promise Neighborhood Postsecondary Summit, "State of postsecondary education in Kentucky." London, Kentucky, April 19, 2016.

Concurrent Session Speaker: AGB National Conference on Trusteeship, "The Board's Role in College Completion and Attainment." National Harbor, Maryland, April 18, 2016.

Keynote Speaker: 33rd Annual Kentucky Association of Blacks in Higher Education, Bowling Green, Kentucky, April 11, 2016.

Keynote Speaker: "What's Your Plan?" Transfer Conference, Somerset Community College, Somerset, Kentucky, March 4, 2016.

Keynote Speaker: Jefferson County Public Schools Educators Rising Organization, University of Louisville, Louisville, Kentucky, February 18, 2016.

Keynote Speaker: Appalachian Higher Education Network Annual Conference, Increasing Postsecondary Education in Appalachia, "It's all about grit." Somerset, Kentucky, June 24, 2015.

Keynote Speaker: Midwest Association of Student Employment Administrators Conference, "Crafting student employment excellence." Berea College, Berea, Kentucky, June 24, 2015.

Keynote Speaker: 2015 Kentucky Pedagogicon, Eastern Kentucky University, May 22, 2015.

Plenary Speaker: Race and Ethnicity Symposium, Murray State University, April 3, 2015.

Keynote Speaker: Faculty Development Spring Speaker Series, "Diversity in Teaching and Learning." Murray State University, April 2, 2015.

Congressional Testimony: Committee on Appropriations, Subcommittee on Labor, Health and Human Services, Education, and Related Agencies, U.S. House of Representatives, "Oversight Hearing - Closing the Achievement Gap in Higher Education." Washington DC, March 18, 2015.

Keynote Speaker: National TRIO Day, Eastern Kentucky University, February 26, 2015.

Keynote Speaker: Paducah Chamber of Commerce "Power in Partnership" Breakfast, "From Appalachia to academic: An African American educator's journey to educational attainment." Paducah, Kentucky, January 29, 2015.

Keynote Speaker: Student Success Summit, Western Kentucky University, "How to create a culture of retention on a campus and in your functional area." Bowling Green, Kentucky, January 20, 2015.

Keynote Speaker: 47th Annual Conference of the College Reading and Learning Association, "Student learning and college completion: Pipeline, pathways, potholes, and pitfalls." St. Paul, Minnesota, November 8, 2014.

Keynote Speaker: Kentucky Association of Career Colleges and Schools, "The importance of infusing diversity & cultural competence into career education." Louisville, Kentucky, August 22, 2014.

Keynote Speaker, Kentucky Blacks in Higher Education Annual Conference, "Utilizing diversity and cultural competence to close the achievement gap." Lexington, Kentucky. April 13, 2014.

Keynote Speaker: Kentucky Legislature at State Capitol, session sponsored by Kentucky Black Caucus, "Reaching higher for educational excellence: Role of Historically Black Colleges and Universities in this country." Frankfort, Kentucky, February 5, 2014.

Keynote Speaker: ACHE National Conference, "Pipelines, pathways and partnerships: Technology and competency-based education." Austin, Texas, November 14, 2012.

Keynote Speaker: Illinois Association of Chief Police Officers Annual Conference, "Dispatching leadership: The role of the 21st Century public safety communications' supervisor." Springfield, Illinois, September 20, 2012.

Convocation Speaker: Murray State University, "Moving the discussion from diversity to cultural competence." Murray, Kentucky, September 18, 2013.

Keynote Speaker: Theresa Farnum and Associates 9th Annual Student Retention Conference, "From diversity to cultural competence: Preparing students for success in the global economy." Nashville, Tennessee, July 22-25, 2013.

Invited Lecturer: Mt. Aloysius College "Using diversity to increase critical thinking." Cresson, Pennsylvania, August 16, 2012.

Keynote Speaker: 15th Annual National Conference of the Association of Non-Traditional Students in Higher Education, Richmond, Kentucky, March 23, 2012.

Convocation Speaker: University of Texas-Brownsville, "Weaving diversity into the fabric of your institution." Brownsville, Texas, January 12, 2012.

Keynote Speaker: National Black Caucus of State Legislators (NBCSL) 35th Annual Legislative Conference, "Building a clear path to college completion." Chicago, Illinois, December 8, 2011.

Keynote Speaker: Texas Testing Association Annual Conference, "Assessment: The foundation of student success." Austin, Texas, December 8, 2011.

Keynote Speaker: Higher Education Government Relations Conference, "Boosting student success amidst the state-to-student cost shift in financing public higher education." San Diego, California. December 2, 2011.

Keynote Speaker: Leadership Kentucky, "Leadership: The process of moving the agenda forward." Richmond, Kentucky. November 10, 2011.

Convocation Speaker: Governor's Scholars Class of 2011, "Building excellence within your success goals." Bellarmine University, July 11, 2011; Murray State University, July 18, 2011; and Centre College, July 20, 2011.

Commencement Speaker: Union College Class of 2011 Graduation, Barbourville, Kentucky, May 7, 2011.

Keynote Speaker: Internationalization Conference at Hogeschool van Amsterdam, University of Applied Sciences, "Diversity: The advantages of appreciating our differences." Amsterdam, Netherlands, March 29, 2011.

Keynote Speaker: Kentucky Faculty Development Conference. "Teaching the 21st century student." Lexington, Kentucky, May 26, 2010.

Keynote Speaker: Appalachian Principal's Academy, "Cultural leadership with an attitude." Athens, Ohio, February 27, 2010.

Keynote Speaker: "A Look at our Future: How Dr. King's dream still shapes the American landscape." Speech given to residents as part of a Historical Speech Series. Winchester, Kentucky, February 4, 2010.

Keynote Speaker: Kentucky Prevention Network Conference, "Cultural competence: Working with and meeting the needs of a diverse population." Shelbyville, Kentucky, September 16, 2009.

Keynote Speaker: Bert T. Combs Symposium, "Race, race relations and the politics of progressive behavior: The legacy of Bert T. Combs." Manchester, Kentucky, September 4, 2009.

Invited Presenter: Clay County Public Schools, "Elements of student success: Analyzing dropout data for Clay County public schools." Manchester, Kentucky, August 3, 2009.

Session Speaker: Madison County Teaching, Learning, and Technology Conference, "Going beyond the core requirements: Why critical and creative thinking is a must for student achievement." Richmond, Kentucky, July 30, 2009.

Keynote Speaker: Kentucky Association of Blacks in Higher Education Annual Conference, "The role that higher education plays in opening and closing the achievement gap." Richmond, Kentucky, April 20, 2009.

Invited Presenter: Eastern Kentucky University Annual Doctoral Symposium, "Sealing the deal." Richmond, Kentucky, April 18, 2009.

Keynote Speaker: Kentucky Education Association Annual Meeting, "Using cultural competence to reach disenfranchised students." Louisville, Kentucky, April 2, 2009.

Invited Presenter: Dickinson State University, "Diversity: Why embracing it enhances your campus and community." Dickinson, North Dakota, March 6, 2009.

Keynote Speaker: "African Americans' contributions to Appalachia." Given to the following groups on the following dates:

- Kentucky African American Encyclopedia reception, Richmond, Kentucky, February 4, 2009.
- Doctoral Symposium, Eastern Kentucky University, Richmond, Kentucky, November 15, 2008.
- Homeless and Housing Coalition of Kentucky, Lexington, Kentucky May 14, 2009
- Lexington Kentucky Public Library, Lexington, Kentucky, October 24, 2008
- Hazard Community College, Jackson, Kentucky, September 25, 2008

Invited Presenter: Face to Face Conference at Eastern Kentucky University, "Social responsibility: Why giving back to society is the key to self-fulfillment." Richmond, Kentucky, November 14, 2008.

Invited Presenter: Clay County Public School principals, "Analyzing dropout data for Clay County public schools." Manchester, Kentucky, November 13, 2008.

Keynote Speaker: Kentucky Circuit Court Clerks Conference, "Utilizing your coaching skills to help others go for the gold." Lexington, Kentucky, October 23, 2008.

Panelist: 2008 Governor's Conference on Postsecondary Education Trusteeship, "Access2Success for all students: How trustees can help solve the college dropout problem." Lexington, Kentucky, September 29, 2008.

Keynote Speaker: Center for Educational Research in Appalachia Annual Conference, "Four elements of success: Building the bridge from P-12 to postsecondary schools." Richmond, Kentucky, September 16, 2008.

Invited Speaker: Eastern Kentucky University Student Government Association, "Leading in a diverse society: Principles of success." Richmond, Kentucky, September 14, 2008.

Keynote Speaker: Kentucky State Police Commander's Annual Retreat, "Recruiting and retaining police officers in the 21st century." Frankfort, Kentucky, September 10, 2008.

Invited Speaker: Opening of Jackson County, Kentucky Public Schools "Building a strong foundation for student achievement." McKee, Kentucky, August 5, 2008.

Invited Speaker: Howard Hughes Foundation sponsored convening for high school educators in STEM fields, "Engaging your students: Contributing to the educational experience." Columbia, Missouri, July 14, 2008.

Keynote Speaker: University of Missouri faculty and staff, "Four pillars of success: The foundation to academic excellence." Columbia, Missouri, July 14, 2008.

Keynote Speaker: Kentucky Circuit Court Clerks Annual Conference, "Getting negative people to speak your positive language." Lexington, Kentucky, June 19, 2008.

Invited Lecturer: Maysville Police Department, "Understanding the needs of a diverse community: The role of public servants." Maysville, Kentucky, April 24, 2008.

Invited Speaker: Kentucky Association of Secondary and College Admission Counselors, "Recruitment in the 21st century." Lexington, Kentucky, March 14, 2008.

Invited Speaker: Lecture given to Maysville, Kentucky public service employees, "Relating to your diverse community: The role of a public servant." Maysville, Kentucky, February 2, 2008.

Commencement Speaker: School of Strategic Leadership Graduation, "Embracing your role as a leader." Richmond, Kentucky, January 12, 2008.

Keynote Speaker: Golden Key International Honor Society Induction Ceremony, "Four steps to becoming a successful leader." Richmond, Kentucky, December 6, 2007.

Invited Speaker, Eastern Kentucky University College of Education Fall Diversity Advisory Council Retreat, "Helping students to succeed in the academy." Richmond, KY, November 3, 2007.

Invited Lecturer: Invited lecture given to Eastern Kentucky educators, "Principles of success: Making the transition from high school to college." Berea, Kentucky, October 30, 2007.

Invited Lecturer: Kentucky State Traffic School/Graduate Licensing Program instructors. "Affecting a change in habits: How to assist clients in a process of self-reflection, Lexington, KY, October 13, 2007.

Invited Speaker: Somerset Community College, "Building communities around diversity." Somerset, Kentucky, August 22, 2007.

Convocation Speaker: Pikeville College, Pikeville, Kentucky, August 21, 2007.

Keynote Speaker: Kentucky School of Alcohol & Other Drug Studies, "Four steps to becoming a culturally competent professional." Highland Heights, Kentucky, July 23, 2007.

Invited Lecturer: Kentucky Society of Certified Managers, "The role of leadership in effective management." Frankfort, Kentucky, May 1, 2007.

Invited Speaker: Unitarian Universal Fellowship Church, "Getting the millennial generation involved in being better citizens." Richmond, Kentucky, March 11, 2007.

Invited Lecturer: Chautauqua Lecture Series, Eastern Kentucky University, "Restoring justice: A fine line between compassion and communication." Richmond, Kentucky, February 8, 2007.

Keynote Speaker: 6th Annual College of Education Diversity Conference, "Addressing barriers to life and learning." Eastern Kentucky University, Richmond, Kentucky, February 8, 2007.

Commencement Speaker: Department of Criminal Justice Training School of Strategic Leadership Graduation, "What is leadership?" Richmond, Kentucky, January 13, 2007.

Invited Lecturer: Eastern Kentucky University, "Thriving in college: Research-based strategies for academic success and personal development." Richmond, Kentucky, October 25, 2006.

Invited Lecturer: Kentucky State Traffic School/Graduate Licensing Program instructors, "Conflict resolution: How to establish a solid positive relationship with your clients, Frankfort, Kentucky, October 7, 2006.

Invited Speaker: Sigma Ki Parent Luncheon, "Eastern Kentucky University and Greek life." Richmond, Kentucky, September 30, 2006.

Invited Speaker: Eastern Kentucky University Student Government Association, "Critical Thinking in Student Government." Richmond, Kentucky, September 16, 2006.

Invited Speaker: Richmond Rotary Club, "The future of higher education." Richmond, Kentucky, August 23, 2006.

Invited Speaker: Kentucky Society of Certified Public Managers, "The role of leadership in effective management." Richmond, Kentucky, July 25, 2006.

Invited Lecturer: Black Marriage Day Celebration sponsored by Imani Baptist Church, "The future of black marriage and relationships." Lexington, Kentucky, April 9, 2006.

Invited Speaker: "African American families: Historically resilient." Given to the following groups on the following dates:

- Faculty, students, and community of Kentucky Wesleyan College, Owensboro, Kentucky, February 15, 2006
- Lexington Senior Citizen Center, Lexington, Kentucky, February 12, 2004
- Faculty, students, and community of Lindsey Wilson College, Columbia, Kentucky, February 10, 2004

Invited Speaker: "Building communities around diversity." Given to the following groups on the following dates:

- Faculty, students, and community of Big Sandy and Community College, Prestonsburg, Kentucky, February 21, 2006.
- Members of the community and community leaders. Glasgow, Kentucky, February 9, 2006.
- Carnegie Center for Literacy and Learning, Lexington, Kentucky, August 29, 2005.

Invited Speaker: Orientation Youth Leadership of Madison County, "Developing a leadership attitude." Richmond, Kentucky, August 13, 2005.

Keynote Speaker: Ohio Literacy Institute. "Expanding the definition of literacy to reach all: Turning obstacles into opportunities." Dublin, Ohio, June 28, 2005.

Keynote Speaker: Ohio State Homeless Education Conference, "Building individual power to assist the homeless population." Newark, Ohio, May 2, 2005.

Invited Speaker, Students of St. Mark School, "To conform or not." Richmond, Kentucky, April 24, 2005.

Keynote Speaker: Missouri Practical Parenting Partnerships Annual Conference, "Taking barriers and developing strategies: A lesson for parents and teachers." Osage Beach, Missouri, March 5, 2005.

Invited Speaker: Carrolton Christian Academy, "Defining and building on success." Carrolton, Kentucky, February 25, 2005.

Invited Speaker: Lexington Catholic Diocese at Christ the King Church, "Building bridges between religions and within Christian denominations, Lexington, Kentucky, February 23, 2005.

Keynote Speaker: 3rd Annual EKU College of Education Diversity Conference, "Closing the gap by building a bridge: Preparing middle and high school students for college." Richmond, Kentucky, February 12, 2004.

Convocation Speaker: Cumberland College, "Turning obstacles into opportunities: An Appalachian upbringing." Williamsburg, Kentucky, January 19, 2004.

Keynote Speaker: 3rd annual Governor's Minority Student College Preparation Program Conference, "How to get the most out of your education." Richmond, Kentucky, June 11, 2003.

Invited Lecturer: Providence School District, "Getting excited and getting them excited about education." Providence, Kentucky, December 9, 2002.

Invited Lecturer: Hazard Community College, "Creating a three-way relationship for success." Hazard, Kentucky, December 7, 2002.

Invited Speaker: Franklin County High School, "Learning to live in an unbiased society." Frankfort, Kentucky, November 26, 2002.

Invited Lecturer: Center for Rural Development, "Creating an opportunity to assist creative learners." Somerset, Kentucky, July 23, 2002.

Invited Lecturer: Rogers Scholars, "Developing a process for success." Somerset, Kentucky, July 17, 2002.

Invited Speaker: St. Henry's High School, "How to design a successful career path." Erlanger, Kentucky, February 27, 2002.

Invited Lecturer: Eastern Kentucky University Crabbe Library. "Resiliency of the African American family: Pre and post slavery." Richmond, Kentucky, February 21, 2002.

Keynote Speaker: Kentucky Association of Student Receivable Officers, "What financial officers can do to help college students succeed." Barren River State Park, Lucas, Kentucky, April 20, 2001.

Keynote Speaker: Bluegrass Athletic Conference, "Maintaining a winning spirit." Danville, Kentucky, March 26, 2001.

Invited Speaker: McCreary County High School, "Getting ready for college and what it takes to be successful." Whitley City, Kentucky, March 5, 2001.

Invited Speaker: Shear Elementary School, "Getting ready for college." Winchester, Kentucky, March 2, 2001.

Keynote Speaker: Metro Parks Annual Employee Meeting, "Building success in a diverse workplace." Louisville, Kentucky, February 14, 2001.

Invited Lecturer: Eastern Kentucky University Teaching and Learning Center, "Faculty mentoring: A key strategy to successful student retention." Richmond, Kentucky, January 11, 2001.

Invited Speaker: "Four steps to living an unbiased life." A lecture designed to assist individuals in following a process to recognize their own biases and work toward eliminating them. Given to the following groups on the following dates:

Kentucky Association for Gerontology, April 27, 2004

Anderson County Community Forum, Lawrenceburg, KY, October 9, 2003

The Lexington Network, Lexington, KY, June 18, 2003
Henderson Area Arts Alliance, Henderson, KY, February 7, 2002
Central Kentucky Association of Volunteer Administrators, Lexington, KY, September 6, 2001
Sisters of Charity of Nazareth, Nazareth, KY, January 20, 2001
Madison County Public Library, Richmond, KY, January 5, 2001
Kentucky Association of Gerontology, Lexington KY, April 4, 2000
The Montgomery County Schools Education Foundation, Inc., February 28, 2000
Downtown Christian Unity Taskforce, Lexington, KY, February 27, 2000
Black Parents and Friends and Southeastern Community College, Cumberland, KY,
February 21, 2000
Western Kentucky Human Relations Commission, Hopkinsville, KY, October, 1999
1st Presbyterian Church, Richmond, KY, October 13, 1999

Plenary Speaker: Kentucky Annual Nursing Association and the Kentucky Annual Student Nursing Association Meetings, "Synthesizing the meaning of professionalism and community." Lexington, Kentucky, October 20, 2000.

Keynote Speaker: College of Social and Behavioral Sciences Colloquium, "Infusing multiculturalism into the college classroom." Eastern Kentucky University, Richmond, Kentucky, March 2, 1999.

Invited Lecturer: Eastern Kentucky University's Last Lecture Series, "Changing the world through critical thought." Richmond, Kentucky, February 22, 1999.

Keynote Speaker: The Mortar Board Honor Society. "Success and the role of mentor." Richmond, Kentucky, February 20, 1999.

Invited Lecturer: Eastern Kentucky University Student Support Services First-Year Students Forum, "What does it take to be a success in and out of college?" Richmond, Kentucky, November 4, 1998.

Panelist: Moderated panel discussion of community leaders sponsored by Student Social Work Association at Eastern Kentucky University, "Healing hate." Richmond, Kentucky, October 28, 1998.

Invited Lecturer: TRIO Mentors, "The art of mentoring and the value of service learning." Eastern Kentucky University, Richmond, Kentucky, October 5, 1998.

Panelist: Moderated panel discussion with Senator Gerald Neal (KY) at Eastern Kentucky University, "Race relations on college campuses." Richmond, Kentucky, April 8, 1998.

Keynote Speaker: Clay County High School "Barriers to avoid in achieving academic success." Manchester KY, April 2, 1998.

Invited Lecturer: TRIO Mentors, "The art of mentoring and the value of service learning." Eastern Kentucky University, Richmond, Kentucky, April 2, 1998.

Invited Speaker: Clay County Middle School "Preparing for success in educational attainment." Manchester, Kentucky, March 27, 1998.

Invited Speaker: Horse Creek Elementary School, "What is self-worth?" Manchester, Kentucky, March 27, 1998.

Panelist: Moderated panel discussion sponsored by Student Social Work Association at Eastern Kentucky University, "Women's work: race, gender & class." Richmond, Kentucky, March 25, 1998.

Invited Speaker: Boone County Town Meeting on public school student dropout rates, "What role can the community play in curbing school dropout?" Columbia Public Schools, Columbia, Missouri, January 30, 1997.

Keynote Speaker: First-year students at the University of Missouri, "What is the purpose of a college education." Columbia, Missouri, November 5, 1996.

Keynote Speaker: Columbia College Chapter of Students in Free Enterprise, "What to be aware of when doing business in a multicultural environment." Columbia, Missouri, October 31, 1996.

Keynote Speaker: University of Missouri Honor's College Mentors, "How to mentor across race and class lines." Columbia, Missouri, October 10, 1996.

Invited address to football recruits, University of Missouri. "What the university has to offer the student-athlete." September 13, 1996.

Keynote address to first-year athletes at the University of Missouri. "The art of getting work completed on and off the field." August 7, 1996 and August 20, 1996.

Invited Speaker: University of Missouri Academic Day, "Sports and academics: A winning team." Columbia, Missouri, June 1, 1996.

Invited Lecturer: University of Missouri College of Education, "Child development issues in African American families." Columbia, Missouri, June 24, 1996.

Invited Lecturer: University of Missouri College of Education, "Child development issues in African American families." Columbia, Missouri, April 25, 1996.

Keynote address to the Mayor's Race Relations Task Force "What is race relations and how can we improve it?", Columbia MO, April 14, 1996.

Invited Lecturer: University of Missouri College of Education School Psychology program, "African American families: The issues of race and development, Columbia, Missouri, April 1, 1996.

Invited Lecturer: University of Missouri College of Law, "Trouble Behind: The history of racism in the U.S." Columbia, Missouri, February, 1996.

Invited Lecturer: Sacramento State University, "African-American women and health policy issues." Sacramento, California, April, 1995.

Invited Lecturer: Sacramento City College Class of 1995, "Expectations of African-American students on a mainly White campus." Sacramento, California, April 1995.

Invited Lecturer: Sacramento State University College of Education Graduate Teaching Program, "How to teach to a multicultural audience." Sacramento, California, April 1995.

Invited Lecturer: at Sacramento State University, "African-Americans and paid labor in the 20th century." Sacramento, California, April 1995.

Keynote Speaker: ParentLink Annual Workshop, "Strengthening communities through a holistic perspective." Jefferson City, Missouri, April, 1995.

Keynote Speaker: University of Missouri Undergraduate Student Association, "How to gain equity in an inequitable society." Columbia, Missouri, February 1995.

Keynote Speaker: Muleskinners Club "Is Affirmative Action dead socially and politically?" Columbia, Missouri, February, 1995.

Keynote Speaker: University of Missouri Freshman Class (*MU to the Future*), "Gaining a leg-up inside the university." University of Missouri, Columbia, Missouri, February, 1995.

Invited Lecturer: University of Missouri Margaret Mangel Lectureship, "The role of faculty in mentoring students to success." Columbia, Missouri, October 1994.

"Turning obstacles into opportunities." A lecture designed to assist individuals in looking at area obstacles that occur in their lives and how they can self-initiate a process to overcome those barriers in order to reach a particular goal. Given to the following groups on the following dates:

Elder Hostel on Appalachia sponsored by the Kentucky State Parks. Williamsburg, KY on the following dates: November 10, 2009; September 24, 2009; November 12, 2008; September 24, 2008; November 13, 2007; September 17, 2007; March 27, 2007; November 10, 2006; September 28, 2006; November 16, 2005; September 29, 2005; April 7, 2005.

Leadership Kentucky Foundation, September 11, 2008

Family, Career, and Community Leaders of America, Lexington, KY, March 4, 2008

Union College, Barbourville, KY, November 1, 2007

Nelson County Public Library, October 17, 2007

Kentucky Association of Educational Opportunity Program Personnel, October 10, 2007

Phi Theta Kappa – Alpha Nu Zelta Chapter, October 5, 2007

Knott County Leadership and Chamber of Commerce, July 19, 2007

FDIC bank examiners, Lexington, KY, June 22, 2007.

Graham Memorial Presbyterian Church, Whitesburg, KY, May 10, 2007

United States Forest Service, Berea, KY, May 8, 2007.

Morehead State University, Morehead, KY, March 9, 2007

Scott County Extension Homemakers, Georgetown, KY, February 27, 2007

Big Sandy and Community College faculty, staff, and students, Prestonsburg, KY, February 5, 2007.

Pulaski County Historical Society, Somerset, KY, November 12, 2006

Black Cultural Center peer mentors at Berea College, September 16, 2006.

Scott County Historical Society, Georgetown, KY, August 17, 2006

A Lasting World, Irvine, KY, July 21, 2006

Knott County Leadership and Chamber of Commerce, Hindman, KY, July 20, 2006

Mason County Middle School, Maysville, KY, April 28, 2006

Shelby County Public Library, Shelbyville, KY, February 17, 2006

Kentucky Communities Economic Opportunity Council, Corbin, KY, December 16, 2005

Harvey Helm Memorial Library, Stanford, KY, June 25, 2005

Bracken County Homemakers Association, Brooksville, KY, June 23, 2005

Robinson Scholars freshman class, 2005, Hazard, KY, June 18, 2005

Robinson Scholars graduation class, 2005, Hazard, KY, June 18, 2005

Capital City Retired Teachers Association, Frankfort, KY February 21, 2005

Big Sandy Community and Technical College, Prestonsburg, KY, February 16, 2005

Northside Public Library, Lexington, KY, February 14, 2004

Kentucky State Consumer Science Annual Conference, Lexington, KY, December 3, 2003.

Kentucky Appalachian Artisan Center, Hindman, KY, October 23, 2003

Turner Scholars, Jackson, KY, July 2003

Bennett Center, London, KY, May 22, 2003

Education Pay\$ Center, Eastern Kentucky University, Richmond, KY, July 6, 2001.

McCreary County Chamber of Commerce, Whitley City, KY, March 5, 2001

Highlands Museum, Ashland KY, February 1, 2001

Anderson County Community Forum, Lawrenceburg, KY, January 11, 2001

Northern Kentucky African American Heritage Task Force, Covington KY, November 18, 2000

Knox County Public Library, Barbourville, KY, November 1, 2000

YMCA Association of Professional Directors Spring Conference, Lexington KY, April 20, 2000

Northern Kentucky African American Heritage Task Force, Covington KY, April 16, 2000

Black Parents and Friends, Harlan, KY, February 20, 2000

Newman Center Catholic Church, Richmond, KY, February 6, 2000.

Annual Daniel Boone National Forest Unity Meetings. Somerset, KY, January 29, 1998.

WORKSHOPS AND SEMINARS (SELECTED)

"Thriving in the Community College: A Focus on Student Success." Workshop given to faculty and staff at Burlington County Community College. Burlington County, NJ. May 23, 2014.

"Thriving in the Community College: A Focus on Student Success." Workshop given to faculty and staff at Tidewater Community College. Virginia Beach, VA. April 25, 2014.

"Thriving in the Community College: A Focus on Student Success." Workshop given to faculty and staff at Nelson Community College. Virginia Beach, VA. April 25, 2014.

"Becoming a More Culturally Competent Police Officer." Workshop given to Rockford, Illinois Police Department. Rockford, IL. October 17 & 18, 2013.

"Culture, Climate and Community: Policing in a Diverse Society." 8 hr. workshop given to Evanston, Illinois Police Department. Evanston, IL. October 13, 2013.

"Utilizing diversity and cultural competence to close the achievement gap." Murray State University Faculty Workshop, Murray, KY. September 15, 2013.

"Thriving in the Community College: A Focus on Student Success." Workshop given to faculty and staff at Bluegrass Community College. Lexington, KY. August 12, 2013.

"Becoming a More Culturally Competent Police Officer." 8 hr. workshop given to Rockford, Illinois Police Department. Rockford, IL. March 14 & 15, 2013.

"Culture, Climate and Community: Policing in a Diverse Society." 8 hr. workshop given to Evanston, Illinois Police Department. Evanston, IL. January 23, 2013

"First-Year Student Success: Thriving in College and Beyond." Workshop given to William Patterson University's faculty and staff. Patterson, NJ. May 8, 2012.

"Humanity, Diversity and the Liberal Arts." Workshop given to faculty and staff of Centre College. Danville, KY. November 8, 2011.

"The Law Enforcement Leader: Challenges and Opportunities for Greatness." Workshop for the Rockford Police Department. Rockford, IL. September 19-20, 2011

"Setting the Campus Agenda around Student Success." Workshop and summit facilitator at the Student Success Summit sponsored by the Texas Higher Education Coordinating Board. Austin, TX. July 25-26, 2011.

"Moving from Sage on the Stage to Guide on the Side." Workshop given to the Chicago Police Department in conjunction with the Illinois Law Enforcement Training and Standards Board. Chicago, IL, June 3, 2011.

"Leadership Development." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL, May 19, 2011.

"Leading a Multigenerational Workforce through Transparent Leadership." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. April 12, 2011.

"Critical and Creative Thinking: Promoting Higher-Level Thinking in the First Year of College and Beyond." Lead presenter at Student Success Symposium, Chicago, IL. March 17-19, 2011.

"From Diversity to Cultural Competence: Taking Students Beyond Tolerance to Higher Levels of Intercultural Interaction and Appreciation." Lead presenter at Student Success Symposium, Chicago, IL, March 17-19, 2011.

"Assessing First-Year Seminars and First-Year Programs: Evaluation for Proving Impact, Improving Effectiveness, and Establishing a Baseline for Value-added Assessment." Lead presenter at Student Success Symposium, Chicago, IL, March 17-19, 2011.

"Leading a Multigenerational Workforce through Transparent Leadership." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. December 15, 2010.

"Your Role as a Leader in the Strategic Planning Process." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. November 9-10, 2010.

"Critical and Creative Thinking: Promoting Higher-Level Thinking in the First Year of College and Beyond." Lead presenter at Student Success Symposium, Las Vegas, NV. October 21-23, 2010.

"Assessing First-Year Seminars and First-Year Programs: Evaluation for Proving Impact, Improving Effectiveness, and Establishing a Baseline for Value-added Assessment." Lead presenter at Student Success Symposium, Las Vegas, NV. October 21-23, 2010.

"Reaching and Teaching Non-College Ready Students." Lead presenter at Student Success Symposium, Las Vegas, NV. October 21-23, 2010.

"Police Executive Role in the 21st Century." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. October 18, 2010.

"Generational Competence: Bridging the Gap." Workshop given to community members and Communicare employees, Springfield, KY. September 21, 2010.

"Cultural Competence: Understanding the Needs of a Diverse Population." Workshop given to staff members of the Florence Crittenden Home, Lexington, KY. September 7, 2010.

"Assessing First-Year Seminars and First-Year Programs: Evaluation for Proving Impact, Improving Effectiveness, and Establishing a Baseline for Value-added Assessment." Workshop given to staff members of University of North Carolina-Wilmington, Wilmington, NC. August 13, 2010.

"How Diversity Enriches the College Experience." Workshop given to staff members of University of North Carolina-Wilmington, Wilmington, NC. August 13, 2010.

"The First Year Seminar: The Foundation for College Success." Workshop given to faculty members of University of North Carolina-Wilmington, Wilmington, NC. August 13, 2010.

"Sheriff Leadership Development." Workshop given to sheriffs in the state of Illinois in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. August 8, 2010.

"Cultural Competence: Laying a Foundation for Relating to Others." Workshop given to staff members of Communicare, Hardin, KY. July 20, 2010.

"Cultural Competence in the Classroom: Laying the Foundation for Student Learning." A session offered during the Behavior Institute Conference, Lexington, KY. July 15, 2010.

"Culture: The Advantages of Uniqueness and the Challenges it Brings." A session offered during the Behavior Institute Conference, Lexington, KY. July 15, 2010.

"Connecting with Your Community by Becoming Culturally Competent Public Servants." Workshop given to community members and public servant employees, Covington, KY. July 13, 2010.

"How Critical and Creative Thinking Can Bridge the Achievement Gap." Workshop given to administrators, faculty and staff of Clay County School District, Manchester, KY. July 12, 2010.

"Cultural Competence: How to Live and Work in a Diverse Society." Workshop given to community members, London, KY. May 4, 2010.

"Leadership Development." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. April 21, 2010.

"Bridging the Generational Divide." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Joliet, IL. April 6, 2010.

"Diversity in Public Service." Workshop given to public service employees for the city of Richmond, Richmond, KY. April 2, 2010.

"Assessing First-Year Seminars and First-Year Programs: Evaluation for Proving Impact, Improving Effectiveness, and Establishing a Baseline for Value-added Assessment." Lead presenter at Student Success Symposium, Teaneck, IL. March 18-20, 2010.

"Critical and Creative Thinking: Promoting Higher-Level Thinking in the First Year of College and Beyond." Lead presenter at Student Success Symposium, Teaneck, IL. March 18-20, 2010.

"Facilitating Success in the Classroom: Connecting with Traditional and Non-traditional First Year Students." Lead presenter at Student Success Symposium, Teaneck, IL. March 18-20, 2010.

"From Diversity to Cultural Competence: Taking Students Beyond Tolerance to Higher Levels of Intercultural Interaction and Appreciation." Lead presenter at Student Success Symposium, Teaneck, NJ. March 18-20, 2010.

"Motivation and Leadership." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Normal, IL. February 16, 2010.

"Police Executive Role in the 21st century." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Joliet, IL. February 9, 2010.

"Assessing First-Year Seminars and First-Year Programs: Evaluation for Proving Impact, Improving Effectiveness, and Establishing a Baseline for Value-added Assessment." Lead presenter at Student Success Symposium, October 22-24, 2009, Oakbrook, IL.

"Critical and Creative Thinking: Promoting Higher-Level Thinking in the First Year of College and Beyond." Lead presenter at Student Success Symposium, Oakbrook, IL. October 22-24, 2009.

"From Diversity to Cultural Competence: Taking Students Beyond Tolerance to Higher Levels of Intercultural Interaction and Appreciation." Lead presenter at Student Success Symposium, Oakbrook, IL. October 22-24, 2009.

"Cultural Competence in the Classroom: Establishing a Foundation for student learning." A half-day workshop given to student teachers at Eastern Kentucky University, Richmond, KY, October 20, 2009.

"Cultural Competence: Meeting the Needs of a Diverse Society." Workshop given to professionals in Lebanon, KY, September 9, 2009.

"Preparing New Students for Success: The First Year Seminar at Montclair University." Workshop given to faculty and staff at Montclair University, Montclair, NJ. May 28, 2009.

"How Law Enforcement Can Meet the Needs of a Diverse Population." Workshop given to members of the Columbia, Missouri police department, Columbia, MO. May 19 & 22, 2009.

"Dispersed Leadership: Capitalizing on Individual Strengths in Your Police Organization." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, East Peoria, IL. May 21, 2009.

"Bridging the Generational Divide in Law Enforcement." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Bloomington, IL. April 28, 2009.

"Cultural Competence: Meeting the Needs of a Diverse Society." Workshop given to members of the Youth Drug Prevention Coalition, Bardstown, KY. April 7, 2009.

"Leadership Development: Enduring, Surviving, and Thriving as a Law Enforcement Executive." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. March 19, 2009.

"Motivation: The Key to Personal and Professional Success." Workshop given to staff members of Communicare, Elizabethtown, KY. March 3, 2009.

"Police Executive Role in the 21st century." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Bloomington, IL. February 24, 2009.

"Cross Cultural Connections: Cultural Competency." Workshop offered during the Annual Race Relations Conference, Louisville, KY. February 18, 2009.

"Creation of a Strategic Plan: Establishing Your Product in the Marketplace" Workshop given to the staff of the Illinois Law Enforcement Training and Standards Board, Macomb, IL. December 15-16, 2008.

"Community, Communication, Culture, and Competence: The Art and Science of Being a Public Servant." Workshop given to the Matteson Illinois Police Department, Matteson, IL. October 9 & 10, 2008.

"Your Role as a Leader in the Strategic Planning Process." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Oak Brook, IL. October 7-8, 2008.

"The Role of the First Year Seminar at Montclair University." Workshop given to faculty and staff at Montclair University, Montclair, NJ. August 26, 2008.

"Diversity: Music to My ears." Workshop given to student leaders at Northern Kentucky University, Highland Heights, KY. August 19, 2008.

"Cultural Competence: Taking Diversity to the Next Level." Workshop conducted at the Annual Governor's Empowerment Conference, Lexington, KY. August 18, 2008.

"Laying the Foundation and Building the Bridge." Workshop given to faculty and staff members of Paducah Public Schools, Paducah, KY. August 4, 2008.

"Engaging Students through the First Year Seminar." Workshop given to faculty and staff members of Toledo University, Toledo, OH. July 24, 2008.

"Four Elements of Student Success: Achieving Educational Equity for All." Workshop given to Kentucky Association of Elementary School Principals, Louisville, KY. July 15, 2008.

"School Leadership: How Principals Set a Tone of Success." Workshop given to Kentucky Association of Elementary School Principals, Louisville, KY. July 15, 2008.

"Infusing Diversity into the First Year seminar." Workshop given to faculty and staff members of Babson College, Babson Park, MA. June 24, 2008.

"Turning Obstacles into Opportunity: The Real Role of Leadership." Workshop given to the South Suburban Association of Chiefs of Police, Tinsley Park, IL. May 2-3, 2008.

"Retention: A Goal Reached Through Progressive Leadership." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Peoria, IL. April 22, 2008.

"Bridging the Generational Divide in Law Enforcement." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Moline, IL. April 14, 2008.

"Leadership Development: Enduring, Surviving, and Thriving as a Law Enforcement Executive." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, IL. April 3, 2008.

"Generational Differences: Capitalizing on the Uniqueness of Each Generation." Workshop given to staff members of Communicare, Elizabethtown, KY. March 5, 2008.

"Police Executive Role in the 21st Century." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Moline, IL. February 20, 2008

"Building Community around Diversity: A Study on Student Involvement and Understanding." Workshop given to 250 Kentucky public schools' faculty and administrators at the 7th Annual ECU College of Education Diversity Conference. Richmond, KY. February 6, 2008.

"Designing a Culturally Competent System to Effectively Serve Your Clientele." Workshop given to staff members of Communicare, Falls of Rough, KY. November 28-29, 2007.

"Turning Obstacles into Opportunities: Encouraging our Children to Succeed." Workshop given to participants of annual Title I Regional Conference, Owensboro, Kentucky. November 12, 2007.

"Diversity – The Importance of its Inclusion at Missouri Southern State University." Workshop conducted for faculty and staff of Missouri Southern State University, Joplin, Missouri. September 25, 2007.

"Strategic Planning: A Roadmap to Success for Your Police Organization." Workshop conducted for law enforcement executives in conjunction with the Illinois Law Enforcement Training and Standards Board, Urbana, Illinois. June 19-20, 2007.

"Weaving Cultural Competence into the Fabric of Your Community." Workshop given to staff members of the Clay County Alliance for Inhalant Prevention, London, Kentucky. June 12, 2007.

"Weaving Cultural Competence into the Fabric of Your Community." Workshop given to staff members of the Commonwealth Alliance for Substance Abuse Prevention, Lexington, Kentucky. May 30-31, 2007.

"Law Enforcement and the Diverse Community You Serve." Workshop given to the Columbia Police Department, Columbia, Missouri. May 21, 23, and 25, 2007.

"Police Executive Role in the 21st Century." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, Illinois. April 26, 2007.

"Ethics: The Foundation for Law Enforcement." Workshop given for the Justice & Safety Center at Eastern Kentucky University, Richmond, Kentucky. March 31, 2007.

"Millennials: Forget the X, Are You Ready for the Y?" Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Whittington, Illinois. March 20, 2007.

"Strategic Planning: A Guide for Police Organizations." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Whittington, Illinois. March 19, 2007.

"Police Executive Role in the 21st Century." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Whittington, Illinois. March 19, 2007.

"Creating a Culturally Competent Classroom: A Guide for Diminishing Prejudice, Stereotyping and Discrimination in Our Schools." Workshop given to Kentucky public schools' faculty and administrators at the 6th Annual ECU College of Education Diversity Conference, Richmond, Kentucky. February 8, 2007.

"Becoming Culturally Competent in a Diverse Society." Workshop given to members of the Richmond Police Department, Richmond, Kentucky. October 20 and 23, 2006.

"Strategic Planning: A Roadmap to Success." Workshop given to the Western Association of Summer School Administrators, Boise, Idaho. October 10, 2006.

"Becoming Culturally Competent in a Diverse Society." Workshop given to members of the Richmond Police Department, Richmond, Kentucky. September 25 and 29, 2006.

"Strategic Planning: A Guide for Police Organizations." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Chicago, Illinois. September 12-14, 2006.

"Building Community around Diversity." Workshop given to master trainers in the Division of Substance Abuse and Mental Health Services, Lexington, Kentucky. July 18, 2006.

"Police Executive Role in the 21st Century." Workshop given to police in conjunction with the Illinois Law Enforcement Training and Standards Board, Springfield, Illinois. May 22, 2006.

"Diversity and Ethics: A Workshop for the Richmond Police Department." Workshop given to members of the Richmond Police Department, Richmond, Kentucky. April 19, 2006.

"Command Leadership: A Workshop for the Richmond Police Department." Workshop given to command staff of the Richmond Police Department, Richmond, Kentucky. April 11, 2006

"Leadership Development: Enduring, Surviving and Thriving as a Law Enforcement Executive." Workshop given to police chiefs in conjunction with the Illinois Law Enforcement Training and Standards Board, Decatur, Illinois. March 14, 2006.

"What is Leadership?" Workshop given to the Criminal Justice Executive Development class, Richmond, Kentucky. February 16, 2006.

"Race and Its Role in Educating Our Children." Workshop given at the 5th Annual Diversity Conference sponsored by the College of Education, Richmond, Kentucky. February 8, 2006.

"A Four-Step Process to School Diversity and Increased Test Scores." Workshop given to the Greenup County public school faculty, staff and administrators, Grayson, Kentucky. August 8, 2005.

"Recruiting and Retaining Minority Teachers and Administrators." Workshop given to the administrators of the Madison County Schools, Richmond, Kentucky. July 28, 2005.

"Police Executive Role in the 21st Century: Cultivating Quality." Workshop given to chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute. Macomb, Illinois. May 14, 2005

"Police Executive Role in the 21st Century: Executive Responsibility of Leadership." Workshop given to chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute, Macomb, Illinois. May 23, 2005.

"Diversity, Ethics, and Leadership: A Community Policing Foundation." A series of three full day workshops given to the Columbia Police Department. Columbia, Missouri. May 9-13, 2005.

"Four Steps to Living an Unbiased Life." Workshop presented at the 4th Annual Diversity Conference sponsored by the Eastern Kentucky University College of Education, Richmond, Kentucky. February 10, 2005.

"Enduring, Surviving, and Thriving as a Law Enforcement Executive: Leadership Development." One-day workshop given to chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute, Bloomington, Illinois. January 25, 2005.

"Command Leadership Principles." Workshop given to law enforcement personnel sponsored by the Department of Criminal Justice training, Richmond, Kentucky. January 10, 2005.

"Ethics Training for the Line Officer." Three-day workshop given to statewide law enforcement agency members in conjunction with the ECU RCPI and the Department of Criminal Justice Training to the following municipalities on the following dates:

Prestonsburg, Kentucky, October 17-19, 2005
Richmond, Kentucky, May 25-27, 2004
Alexandra, Kentucky, December 1-3, 2003
Richmond, Kentucky, February 24-26, 2003
Louisville, Kentucky, January 6- 8, 2003 (Train the Trainers)
Louisville, Kentucky, August 21- 23, 2002
Louisville, Kentucky, May 29-31, 2002
Richmond, Kentucky, January 2002

"Police Executive Role in the 21st Century: Cultivating Quality." Workshop given to chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute. Macomb, Illinois. May 17, 2004.

"Police Executive Role in the 21st Century: Executive Responsibility of Leadership." Workshop given to chief executive and operating officers for the Illinois Law Enforcement Training and Standards Board Executive Institute. Macomb, Illinois. May 16, 2004.

"Four Steps to Living an Unbiased Life." Workshop presented to Kentucky Country Day School, Louisville, Kentucky. February 5, 2004.

"Police Department Assessment." A three-day train the trainer workshop on the methods of doing police departmental assessment. Sponsored by the ECU RCPI, Richmond, Kentucky. August 18-20, 2003.

"Creating a Tolerant and Diverse Climate: Four Steps to Living an Unbiased Life." Workshop given to the faculty and staff at the Barnabas Home for Boys, Annville, Kentucky. October 14, 2003.

"Creating a Tolerant and Diverse Climate: Four Steps to Living an Unbiased Life." workshop given to the Ursuline Sisters of Louisville. Louisville, Kentucky. October 11, 2003.

"Diversity, Ethics, and Integrity: A Community Policing Foundation." A series of three one-day workshops given to the Columbia Police Department. Columbia, Missouri. April 26 - May 2, 2003.

"Closing The Achievement Gap: From Appalachia To Academia." 2nd Annual Diversity Conference sponsored by the College of Education, A two-day workshop given to Kentucky educators, Richmond, Kentucky. February 13 -14, 2003.

"Addressing the Achievement Gap: A Plan of Action for Classroom Educators." 1st Annual Diversity Conference sponsored by the College of Education, A two-day workshop given to Kentucky classroom educators. Richmond, Kentucky. January 28 - 29, 2002.

"Valuing and Managing Diversity in the College Residential Hall." A half-day workshop presented to the staff and students of the Housing Department, Eastern Kentucky University, Richmond, Kentucky. August 6, 2001.

"Strengthening Academic Success and Community through Diversity." A one-day workshop given to the faculty, staff and administrators of Louisville Doss High School, Louisville, Kentucky. August 3, 2001.

"Developing Leadership Qualities." A half-day workshop presented to the staff and students of the Education Pay\$ Center, Eastern Kentucky University, Richmond, Kentucky. July 13, 2001.

"Building Community through Diversity." A half-day workshop presented to the staff and students of the Education Pay\$ Center, Eastern Kentucky University, Richmond, Kentucky. June 15 & June 29, 2001.

"Community Policing In a Diverse Community and the Effects of Racial Profiling On Perceptions." A series of three one-day workshops given to the Columbia Police Department. Columbia, Missouri. April 30-May 4, 2001.

"Four Steps to Living an Unbiased Life." Bridge Builders and Human Relations Commission, Hopkinsville, Kentucky. October 16, 1999.

"Community Service in a Diverse Environment." A series of 10 four-hour workshops given to the Columbia Police Department. Columbia, Missouri. August 2-6, 1999.

"Four-Step Program in Developing a Multicultural Philosophy." Workshop given to student leaders at Eastern Kentucky University. Richmond, Kentucky. February 27, 1999.

"Developing a Non-Racist Attitude." Seminar presented to the faculty, staff, and students of the Central Alternative School, Fayette County School System, Lexington, Kentucky. February 17, 1999.

"The Black Family: Yesterday, Today, and Tomorrow." Seminar presented to the Social Work Association. Richmond, Kentucky. February 10, 1999.

"African American Contribution to the Building Of America." Seminar presented to The Model Laboratory Elementary School at Eastern Kentucky University, Richmond, Kentucky. January 28, 1999.

"Diversity and Leadership." A workshop conducted for all of the residential housing area coordinators and assistant area coordinators staff at Eastern Kentucky University, Richmond, Kentucky. January 5, 1999.

"Recognizing Community Needs and Steps to Take Upon Recognition." Workshop given to religious and lay leaders. Sponsored by the Catholic Dioceses of Lexington, KY, Richmond, Kentucky, (January 16, 1999) and Hazard, Kentucky (January 23, 1999).

"Racism, Sexism and Homophobia in the Residence Halls: A Student's Guide to Healing Hatred." A workshop conducted for residential development staff and students at Eastern Kentucky University, Richmond, Kentucky. October 19, 1998.

"Diversity and You in the Residence Halls." A workshop conducted for all residential housing staff at Eastern Kentucky University with co-presenter Reid Luhman, Richmond, Kentucky. August 11, 1998.

"Planning the Next Year." Workshop facilitated for Columbia Area United Way Executive Board, Rocheport, Missouri. June 26, 1998.

"Diversity and You in the Residence Halls." Workshop conducted for all of the residential housing staff at Eastern Kentucky University with co-presenter Reid Luhman, Richmond, Kentucky. August 16, 1997.

"Planning the Next Year." Workshop facilitated for Columbia Area United Way Executive Board, Rocheport, Missouri. June 26, 1997.

"Bringing Cultural Diversity into the University Student Community: Creating and Fostering a Multicultural Climate." Workshop presented to the summer orientation leaders at the University of Missouri, Columbia, Missouri. June 2, 1997.

"Getting on the Same Page." Workshop facilitated for the *RAIN* Board, Columbia, Missouri. May 31, 1997.

"The Power of Being an Assertive Leader." Workshop presented to the Regional Aids Interfaith Network's Care Team Leaders. Columbia, Missouri. May 22, 1997.

"Building Community through Diversity." A series of 8 eight-hour workshops given to the Columbia Police Department. Columbia, Missouri. February - April, 1997.

"Balancing Time, Work and Family." Seminar presented to parents and teachers in the Columbia public elementary schools, New Haven Elementary, Columbia, Missouri. April 22, 1997.

"Building Community in Higher Education: Cultural Diversity and the Stephens College Partnership." Workshop presented to Stephens' College faculty, students, and staff, Columbia, Missouri. April 18 - 19, 1997.

"Developing Cultural Sensitivity as a Teacher." Workshop presented to Ph.D. candidates in Adult and Higher Education, University of Missouri, Columbia, Missouri. April 16, 1997.

"Educational Programs for Divorcing Parents, University of Missouri Human Development and Family Studies program in Boone/Callaway Counties." Workshop presented at the Meeting the Challenges of Parenting in the 21st Century conference sponsored by UM Extension, Columbia, Missouri. April 15, 1997.

"What Should be Known About Black Families as a Key to a Child's Academic Success." In-service workshop presented to teachers in the Hannibal Missouri School District. February 6 and 20, 1997.

"Taking Cultural Diversity into the Next Century: Creating a Multicultural Workplace." Workshop presented to William Woods University faculty and staff, Fulton, Missouri. December 18, 1996.

"Getting on the Same Page." Workshop conducted for the Fun-City Playground Project for Disadvantaged, At-Risk Youth and presented to funders and supporters of the organization, Rocheport, Missouri. November 16, 1996.

"Developing Cultural Sensitivity as a Clinician." Workshop presented to Ph.D. candidates in Counseling Psychology, University of Missouri, Columbia, Missouri. November 6, 1996.

"Working Together in a Changing Environment: Workshop on Race, Ethnic and Gender Sensitivity in the Workplace." Presented to all nonprofessional staff of Columbia Public Schools, Columbia, Missouri. November 4, 1996.

"Arriving at a Multicultural Classroom." In-service workshop presented to school teachers in the Columbia Public Schools, Columbia, Missouri. September 26, 1996.

"Understanding Ourselves and Our Clients Better: A Workshop in Cultural Diversity." Workshop presented to Consumer Credit Counseling and The Job Center staff of Columbia, Missouri. August 27, 1996.

"How to Understand Diversity and Foster its Qualities." Workshop presented to Interact Organization and sponsored by Planned Parenthood, Columbia, Missouri. August 25, 1996.

"Getting on the Same Page." Workshop conducted for the Community Partnership, Columbia, Missouri. August 6, 1996.

"Communities, Families, and Pride." Workshop presented at the National Night Out, Moberly, Missouri. August 6, 1996.

"Fostering a Multicultural Classroom Climate: Stephens College Commitment to Diversity." Workshop presented to the Stephens College faculty, Columbia, Missouri. May 20 - 24, 1996.

"Teaching in a Power-Flattened Environment." Seminar given to the faculty at Stephens College, Columbia, Missouri. April, 1996.

"What All Families and Teachers Should Know About Balancing Work and Family." Seminar presented to parents and teachers in the Columbia public elementary schools. New Haven Elementary, Columbia, Missouri. April 1996.

"Diversity and MU." Workshop presented at the 1996 University of Missouri Faculty Retreat, Lake of the Ozarks, Missouri. April 1996.

"The Role of the Media in Race Relations." A mediated media panel seminar, Columbia, Missouri. April 1996.

"How to be a Culturally Sensitive Peer Counselor." Seminar presented at the Peer to Peer Annual Conference, Columbia, Missouri. April 1996.

"How to be Assertive without Being Aggressive." Workshop presented to care team leaders of the Regional AIDS Interfaith Network (RAIN). Columbia, Missouri. February 1996.

"Managing a Diverse Workforce." Two-day workshop presented to the supervisors and managers of the General Services Sector at the University of Missouri-Columbia, Columbia, Missouri. February 1996.

"Sexual Harassment in the Modern Corporation." Two-day workshop presented at RUDD Equipment Company, Louisville, Kentucky. January 1996.

"Cultural Diversity." Workshop presented at the 1995 University of Missouri Faculty Retreat, Lake of the Ozarks, Missouri. April 1995.

"Balancing Work and Family." Workshop presented to parents and teachers of the Columbia community and sponsored by the Columbia Public Schools and Parents as Teachers Organization, Columbia, Missouri. February 1995.

"Arriving at a Multicultural Classroom." Workshop presented to the secondary teachers of the Columbia Public Schools, Columbia, Missouri. January 1995.

"Welfare Reform: Who's Responsible for Who?" Seminar presented on the University of Missouri's campus sponsored by Sigma Gamma Rho Sorority, Columbia, Missouri. February 1995.

"Taking Higher Education into the Next Century: Cultural Diversity and the Stephens College Partnership." Workshop presented to Stephens College faculty, students, and staff, Columbia, Missouri. November 10 - 11, 1995.

"Coming to Grips with Ourselves: An Exercise in Multicultural Development." Workshop conducted to professors of Elementary Education and teachers of K-3 grade educators. Project Construct, Columbia, Missouri. October, 1994.

"Retaining Blacks through a Multicultural Philosophy." Workshop presented to the Allied Health and Nursing faculty, Eastern Kentucky University, Richmond, Kentucky. April 1994.

"Balancing Work and Family." Workshop presented to extension and resident faculty at the annual Making Connections in HES Extension meetings, University of Missouri-Columbia, Columbia, Missouri. April 1994.

"How to Teach a Multicultural Curriculum." Seminar presented to the Association of Childhood Education International, University of Missouri-Columbia. Columbia, Missouri. March 1994.

"How to Combat Racism in College Residential Housing." Seminar presented to resident housing directors and students at the University of Missouri-Columbia, Columbia, Missouri. February 1994.

"Growing Up in Today's Society." A series of seminars presented to children ranging in age from nine through sixteen. Last presented at the University of Kentucky Sports Program, summer 1992.

"Race and Gender Diversity in the Corporation and the University." A seminar presented to the Kentucky Annual Conference of Residence Halls, Eastern Kentucky University, Richmond, Kentucky. February 1992.

"Sex: A Hot Topic Lately." A seminar on sexual harassment in the workplace presented at Eastern Kentucky University, Richmond, Kentucky. November 1991.

"How to Understand Cultural Diversity in the Workplace." Workshop presented at the University of Kentucky Medical Center (May 1991) and the University of Kentucky Main Campus (October 1991).

"Nomenclature: What Shall We Call Ourselves?" A seminar on the reasons why different ethnic and racial groups change names for identification over time; presented at Eastern Kentucky University, Richmond, Kentucky. Fall 1990.

GRANTS

Rockefeller Philanthropy Advisors (\$720,000) "Core to College: Preparing Students for College Readiness and Success", 1 of 19 states selected for funding, January 2012 to January 2015.

Lumina Foundation (\$120,000) "Quality Collaboratives" October 2011 – October 2013

U.S. Department of Education (\$53,800,000) "GEAR UP Kentucky," September 2011 – September 2017.

Lumina Foundation (\$150,000) "Tuning USA," December 2010.

James G. Brown Foundation (\$326,000) "Redesign of Developmental Education in Kentucky," May 2016 – June 2018.

Eastern Kentucky University (\$9,000) "Factors That Influence School Dropout Rate: an In-Depth Study of a Rural Appalachian School District" May 15, 2008-August 14, 2008.

Kentucky State Police (\$5,940) "Review/Update the Cadet Applicant Written Examination." January 1, 2008–June 30, 2008

Eastern Kentucky University (\$2,341) "Youth Voter Registration Strategies: A Campus Based Experiment." September 5, 2006 - May 15, 2008. (PI)

Missouri Department of Social Services (\$3,000) "Missouri task force on the status of African American males." January 15, 1997 - March 15, 1997. (PI)

Missouri Department of Social Services (\$100,000) "Caring Communities project: The Development of a transdisciplinary approach to undergraduate, graduate, and continuing professional education" at the University of Missouri. September 1, 1996-August 31, 1997. (Co-PI)

The Spencer Foundation (\$11,940) "African American adolescence perspectives on education." September 1, 1996-August 31, 1997. (PI)

Boone/Callaway Family Court: "Focus on Kids," (provides parent education to all divorcing parents in Boone and Callaway counties), approximately \$20,000 per year, June 1, 1995-May 31, 1997. (Co-PI)

University of Missouri-Columbia General Education Council Award

(\$4,000) for teaching enhancement, 1997.

(\$8,000) for teaching enhancement, 1995.

(\$7,000) for teaching enhancement, 1994.

University of Missouri-Columbia Research Council Grant and Summer Fellowship Award (\$7,000), 1994. Award given for continuing research on educational attainment and retention of Blacks on mainly White college campuses.

University of Missouri-Columbia Alumni Faculty Development Incentive Award (\$884), 1994. Award granted for continuing research on divorce in the African-American family.

University of Missouri-Columbia College of Human Environmental Sciences Margaret Mangel Catalyst Award (\$1,100), 1994. Award granted for research on the divorced African-American fathers.

HONORS AND AWARDS

Communicator of the Year, 2020 Thoroughbred Chapter of the National Association of Public Relations Professionals

Civil Rights Hall of Fame KY 2019 Inductee

Honorable Order of the Kentucky Colonels, 2012

Richmond Police Department's Citizen's Service Award, 2012

Rotary Club Citizen of the Year, 2011

Acorn Award Nominee, 2008

EKU College of Education Annual Research Award, 2009

EKU College of Education Annual Service Award, 2008

Richmond, KY Unity Award, 2008

Central Kentucky Volunteer of the Year Award Nominee, 2007, 2008

Eastern Kentucky University Hall of Distinguished Alumni Member, 2006

Honorable Mention (1 of 8 finalists) for Outstanding First-Year Advocate Award, 2000-2001
Sponsored by the National Resource Center for the First-Year Experience and Students in Transition.

Honorable Mention (1 of 10 finalists) for Outstanding First-Year Advocate Award, 1999-2000
Sponsored by the National Resource Center for the First-Year Experience and Students in Transition.

1996 Provost's Outstanding Junior Faculty Teaching Award, University of Missouri-Columbia

Award for Excellence, Presented for manuscript "Community diversity issues: Strategies for a comprehensive multicultural framework." By the U.S. Department of Health and Human Services, June 10, 1996

Outstanding Faculty Member for 1995, selected by *QEBH* at The University of Missouri-Columbia

Study Group on Culture and Ethnicity, 1 of 10 national scholars (1998-2003)
Sponsored by The Family Research Consortium, NIMH and other funding agencies

International Who's Who of Intellectuals, Tenth Commemorative Edition from the International Biographical Center, elected in 1992

Outstanding Leadership Award in Business and Academia, and inclusion in the Fourth Edition of International Directory of Distinguished Leadership, 1992

Omicron Delta Kappa, University of Kentucky Chapter, 1990

Lyman T. Johnson Fellow, University of Kentucky, 1989-1991

Golden Key Honors Society

Phi Kappa Phi

PROFESSIONAL SERVICE (SELECTED)

Governor's Appointee, Charter Schools Advisory Council

Governor's Appointee, Education Commission of the States

Governor's Appointee to the Kentucky Workforce Innovation Board (KWIB)

Board Member, Chair of the Governance Committee and Member of the Compensation Committee, Baptist Health Board

Member, Educational Professional Standards Board

Member, The Quality Assurance Commons for Higher and Postsecondary Education Advisory Board

Board Chair, National Council for Community and Education Partnerships

Board Member, National Council for Community and Education Partnerships

Board member, AVID Higher Education

Editorial Review Board, Illinois Law Enforcement Training and Standards Board

Advisor, Student Government Association Eastern Kentucky University

Member of the Executive Board, Collegiate Press

Grant Proposal Reviewer, National Institute of Mental Health

Membership Chair, Ethnic-Minorities section of the National Council on Family Relations (NCFR)

Reviewer, *Journal of Marriage and the Family*

Reviewer, *Family Relations Journal*

Reviewer, *Journal of Social and Personal Relationship*

Reviewer, *Journal Student Retention*

Reviewer, *Journal for Juvenile Justice and Detention Services*

Reviewer, paper presentation proposals to be given at the annual conference of the NCFR

Member, Reubin Hill Award Committee, NCFR

Member, Committee on Diversity, NCFR

Consultant, Stephens College, Columbia, MO

Consultant, William Woods University, Fulton, MO

Consultant, Columbia Missouri Police Department

Consultant, City of Columbia, MO

Consultant, City of Richmond, KY

Consultant, Governor's Task Force on the Status of African American Men, State of Missouri

Consultant, Regional Community Policing Institute, Richmond, KY

Consultant, Louisville Police Department, Louisville, KY

Consultant, Hopkinsville Police Department, Hopkinsville, KY

Mentor, Wakonse Fellows, University of Missouri

National American Association of Summer Sessions, Executive Board

COMMUNITY SERVICE (SELECTED)

Shaping Our Appalachian Region (SOAR) Futures Committee

Kentucky African American Encyclopedia, Editorial Board

Kentucky Chemical Demilitarization Citizen's Advisory Commission

Kentucky Humanities Council, Member of the Board of Directors

Madison County Education and Business Partnership

Pattie A. Clay Hospital, Chair of the Board of Directors

Baptist Healthcare: Board Member; Chair of Governance Effectiveness Committee; Executive Committee

Pattie A. Clay Hospital Physician Compliance Committee, Chair

Pattie A. Clay Hospital, Member of the Finance Committee and Member of the Medical Staff Executive Committee

Pattie A. Clay Hospital, Chair of Executive Committee

Regional Community Policing Institute, Executive Board Member

Richmond Police Chief Advisory Board

Ambassadorial Scholars, Richmond Rotary Club

Bluegrass Rape Crisis Center, Executive Board Member

The Boys and Girls Club of Madison County, Executive Board Member

City of Richmond Citizen's Advisory Board

Governor's Literacy Project, Member

Habitat for Humanity Publications & Public Relations Committee

Hope's Wings Domestic Violence Shelter, Board Member

Kentucky Humanities Council, Speakers Bureau

Madison Central High School, Curriculum Committee

Madison County Schools Strategic Planning Committee

Minority Men's Network, Columbia, MO, Member

The Northeast Caring Communities, Consultant

P-16 Council, Member

Race Relations Task Force, Columbia, MO, Consultant

Regional AIDS Interfaith Network of Central Missouri (RAIN), Executive Board Member

Richmond Rotary Club

The Ronald McNair Scholars Program, Executive Board Member

The Ronald McNair Scholars Program, Editorial Board Member

St. Stephens Newman Center Board, Chair

United Way of Central Missouri, Chair of Allocation of Funds Panel

United Way of Central Missouri, Agency Relations Committee Member

YMCA, Board Member

PROFESSIONAL CONSULTING EXPERIENCE

SELECTED EDUCATIONAL ORGANIZATIONS: Anderson County Kentucky Schools, Augsburg College, Berea College, Boone County Missouri School District, Burlington County Community Colleges, Cal-Poly, Centre College, Cincinnati State, Clay County Kentucky Schools, Cumberland College, Dickinson State University, Elizabeth City University, Fayette County Kentucky Schools, Florida Southwestern College, Franklin County High School, Jefferson County Kentucky Schools, Kentucky Community & Technical College System, Kentucky Country Day School, Kentucky State University, Kentucky Wesleyan, Lindsey Wilson, Madison County Kentucky Schools, McCreary County High School, Mercer County Kentucky Schools, Missouri Southern State University, Model Laboratory School, Montclair State University, Montgomery County Kentucky Schools, North Carolina Central, North Carolina Wilmington, North Carolina State University, Pfeiffer College, Pima Community College, Providence, Kentucky School District, Sacramento City College, Shawnee State University, Shelby County Schools, Sinclair Community College, Southern State Community College, St. Henry's High School, Stephens College, Texas A&M-Kingsville, Texas Higher Education Coordinating Board, Tidewater Community College, Union College, University of Houston-Downtown, University of Kentucky, University of North Carolina-Wilmington, University of Missouri, University of Texas-Brownsville, Washington County school district, Wiley College, William Patterson University

Examples of services provided: college preparation, student success, diversity training, faculty hiring and mentoring, generational differences, rebuilding general education, overcoming obstacles, recruiting and retaining diverse faculty and staff, strategic planning, leadership, closing gaps, etc.

SELECTED CHURCHES/RELIGIOUS ORGANIZATIONS: Carrollton Christian Academy, Catholic Diocese of Lexington, Kentucky, St. Mark Catholic Church

Examples of services provided: cultural diversity, marriage and relationships

SELECTED LAW ENFORCEMENT ORGANIZATIONS/AGENCIES: Chicago Police Department, Chicago Sheriff's Department, Columbia Police Department, Danville Kentucky Police Department, Department of Criminal Justice Training, Evanston, Illinois Police Department, Hopkinsville Kentucky Police Department, Illinois Law Enforcement Training and Standards Board, Kentucky Law Enforcement Council, Kentucky Traffic School/Graduate Licensing Program, Louisville Kentucky Police Department, Regional Community Policing Institute, Richmond Police Department, Rockford, Illinois Police Department

Examples of services provided: citizen review boards (establishment of and working with), departmental assessments, diversity training, ethics training, generational differences, internal affairs assessments, leadership development, merit and promotion guidelines, performance evaluation systems, race relations, recruiting and retaining diverse officers and personnel, sexual harassment, strategic planning

SELECTED MUNICIPALITIES: Boone County Missouri, Calloway County Missouri, Columbia, MO, Glasgow, KY, Hopkinsville, KY, Louisville, KY, Moberly, MO, Richmond, KY

Examples of services provided: community surveys, conducting and facilitating community forums, conflict resolution, departmental training and assessment, diversity training, leadership development, performance reviews, recruiting and retaining diverse personnel, strategic planning

OTHER SELECTED ORGANIZATIONS: Alliance for Substance Abuse Protection, Carnegie Center for Literacy and Learning, Center for Rural Development, Community Partnership, Division of State and Mental Health, FDIC Bank Examiners, Fun City Playground Project, Hope's Wings, Kentucky Association of Gerontology, Kentucky Humanities Council, Kentucky Nursing Association, Kentucky Society of Certified Public Managers, National American Association of Summer Sessions, National City Bank, Ohio Literacy Institute, Parent Link (Missouri), Pattie A. Clay Hospital, Planned Parenthood, Practical Parenting Partnerships (Missouri), Rudd Equipment Company, The Jobs Center (Missouri), Western Association of Summer School Administrators Western Kentucky Human Relations Commission, YMCA, YMCA Association of Professional Directors

Examples of services provided: cultural competence, diversity training, establishment of non-profit boards, leadership, overcoming obstacles, recruiting and retaining diverse staff, site reviews, strategic planning