

#### Experience Excellence 2022-2030

#### Vision

Eastern Kentucky University will be excellent in all that we choose to do.

#### Mission

Eastern Kentucky University is the School of Opportunity where everyone belongs. World-class faculty and staff create opportunities for personal growth through exceptional experiences, to ensure students realize their fullest potential and achieve excellence. EKU graduates shape the success and vitality of their professions and communities.

#### **Strategic Priorities**

#### Goal 1: Knowledge

Knowledge is at the center of EKU's commitment to serve as the School of Opportunity. From academic teaching and learning to experiential co- and extracurricular activities, EKU strategically advances academic and student success programs that support EKU's learners.

#### Goal 2: Innovation

Innovative thinking and bold action will elevate and differentiate EKU. Innovation will enhance organizational stewardship, intellectual and creative capacity, and economic vitality within EKU and the communities we serve.

#### Goal 3: Transformation

EKU is dedicated to transforming lives and communities. EKU's learning environments support intellectual growth, creativity, empowerment, and life-changing experiences by centering access, opportunity, dignity, and respect.

#### **Guiding Values**

- **Opportunity** Community Engagement, Multiple Perspectives and Lived Experiences, Professional Growth, Hospitality, Celebration
- Trust Consistency, Effective Communication, Accountability, Efficiency, Leadership

#### Eastern Kentucky University Board of Regents

Quarterly Meeting Agenda

September 17, 2025 9:00 a.m.

Powell 219
Eastern Kentucky University

#### **SCHEDULE**

9:00 a.m.	Convene Board Meeting, Powell 219
11:30 a.m.	Lunch & Campus Master Planning session, Case Dining, Regents Room
1:00 p.m.	Reconvene Board Meeting (if necessary), Powell 219

#### Eastern Kentucky University Board of Regents

#### Quarterly Meeting Agenda

September 17, 2025 9:00 a.m.

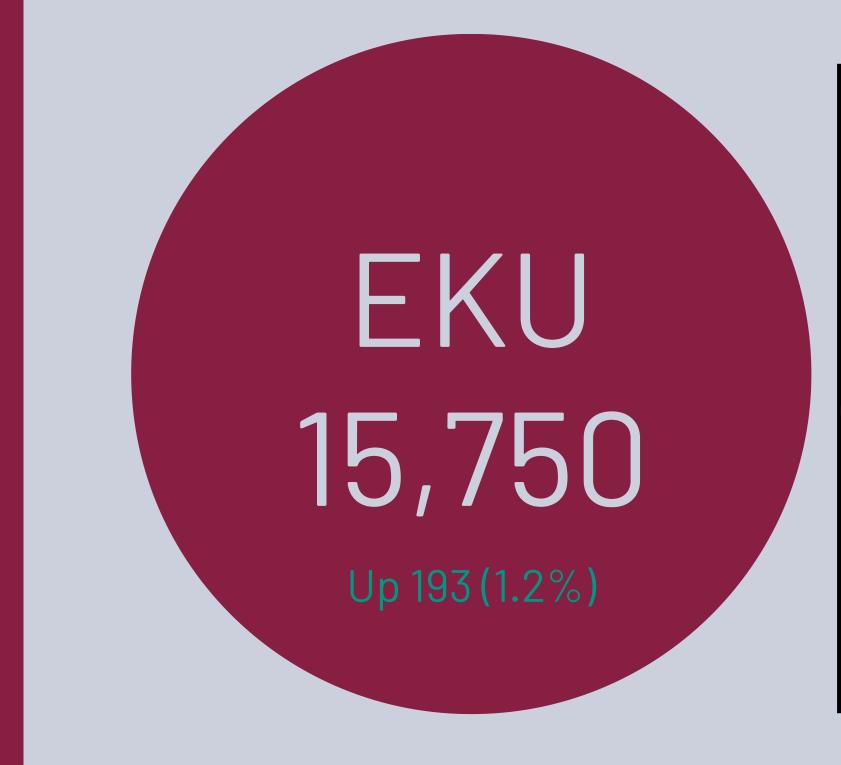
#### Powell 219 Eastern Kentucky University

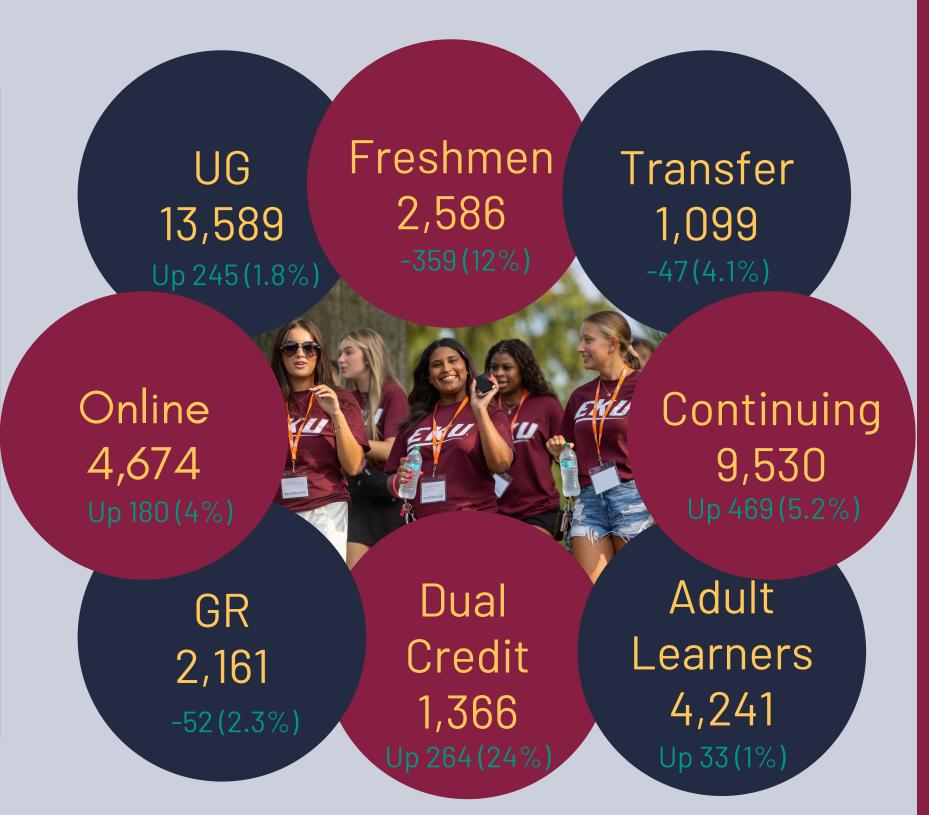
I.	Swearing In of Dr. Caelin Scott, Staff Regent					
II.	Call to Order					
III.	Election of Vice Chair, Secretary, and Treasurer					
V. Information Items						
	A.	Iniversity Reports				
	B.	Student Success & Enrollment Update ( <b>Dr. Tanlee Wasson</b> , Senior Vice President)  Financial Update ( <b>Brian Mullins</b> , Interim Vice President for Finance & CFO)  Construction Update ( <b>Dr. Bryan Makinen</b> , Chief Campus Operations Officer)  Doctor of Osteopathic Medicine Program Initiative Update ( <b>Dr. Brad Hall</b> , Chief Medical and Strategic Partnerships Officer)  Academic Affairs Update ( <b>Dr. Sara Zeigler</b> , Provost & Senior Vice President)  Development Update ( <b>Mary Beth Neiser</b> , Vice President)  Athletics Update ( <b>Kyle Moats</b> , Vice President, and Director of Athletics)  Committee Reports ( <b>Mike Eaves, J.D.</b> , Chair)  a. Executive Committee Meeting on July 16, 2025	.13 .20 30 32 39 48			
	Б.	i. Faculty Senate Update ( <b>Dr. John Brent</b> , Chair	62 63 .65			
V.	Act	n Items				
	A.	i. Approval of the Minutes for the Full Board Meeting on May 14, 2025	.93 100 110 122			
	B. C.	Discussion on the Board's Self-Evaluation and/or the President's Evaluation				

- VI. New Business
- VII. Executive Session
- VIII. Adjournment

## Fall 2025

ENROLLMENT UPDATE





\*As of 9/5/2025

## Freshmen

First decrease in freshmen class since 2020

### CHALLENGE

Shift in merit model

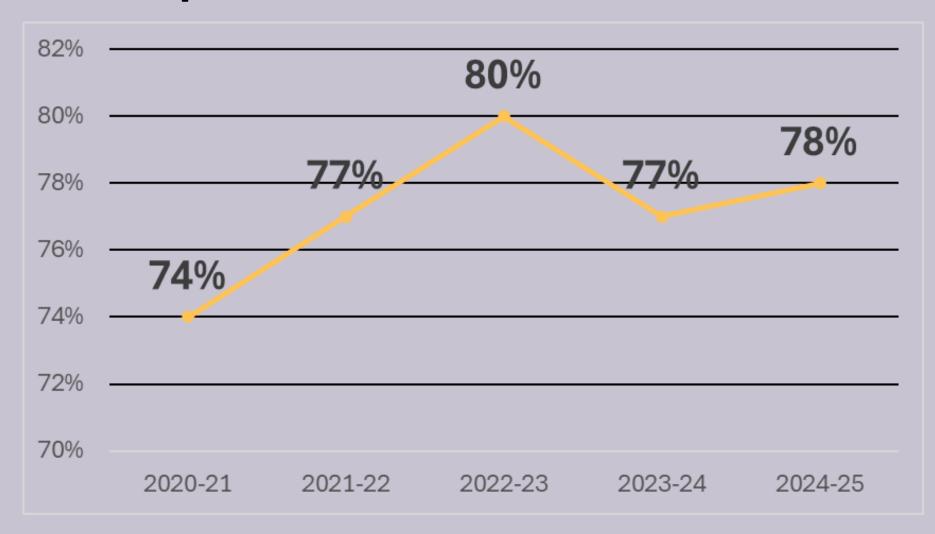
### CHALLENGE

Pell Uncertainty

## CHALLENGE

Confirmation Delays & Data Confusion

## Cohort retention is up 1% from last year and overall retention is up 2%



# Retention

## HOUSING



## 4,267 RESIDENTS

- 46% First-year students
- 39% Voluntary

## 89% OCCUPANCY

Clay, Grand Campus, North and Walters have the highest occupancy rates at 90% or higher



## What's Next

- Strategic Enrollment Management Plan
- Financial Aid Optimization
- Academic Program Prioritization
- Eastern Experience Rebrand



## FINANCIAL UPDATE 9/17/2025

#### BUDGET TO ACTUAL SUMMARY

2024-2025 Academic Year

#### **Covers Areas**

- Education and General
- Auxiliaries



#### NET POSITION through June 2025

As of year end June 30, 2025, the University is showing a positive net position (Revenues compared to Expenses) of \$1,532,450.

E&G \$ 201,062 Auxiliaries \$1,331,388

Total Revenues – Total Expenses (\$311,406,882 - \$309,874,432)

As compared to June 30, 2024, we improved our performance by \$9,912,592

June 2024 Net Position = -\$8,380,142

June 2025 Net Position = **\$1,532,450**.



#### **REVENUES**

REVENUES	FY 2025			
	Adopted Budget	YTD Activity	Variance Budget to Actual	% Budget to Actual
Tuition and Class Fees	161,238,060	165,398,940	4,160,880	103%
State Appropriations	81,942,700	82,412,100	469,400	101%
Government Grants and Contracts	2,450,000	1,869,946	(580,054)	76%
Private Gifts, Grants and Contract	5,268,889	5,230,601	(38,288)	99%
Educational Sales and Services	9,010,612	8,419,474	(591,138)	93%
Other Sources	4,429,103	9,744,736	5,315,633	220%
Auxiliary Revenue	23,611,408	25,134,159	1,522,751	106%
Auxiliary -Tuition and Class Fees	1,500,000	1,444,347	(55,653)	96%
Auxiliary - Private Gifts, Grants	805,000	811,615	6,615	101%
Auxiliary - Eductional Sales and Services	3,162,140	2,905,498	(256,642)	92%
Auxiliary - Other Sources	7,770,961	8,035,466	264,505	103%
E & G and Auxiliary Funds Total	301,188,873	311,406,882	10,218,009	<b>103</b> %
Grand Total All Funds - Revenues	301,188,873	311,406,882	10,218,009	103%



#### **EXPENSES-FUNCTIONAL CATEGORIES**

EXPENDITURES	FY 2025			
	Adopted Budget	YTD Activity	Variance Budget to Actual	% Budget to Actual
Instruction	84,880,803	89,579,176	(4,698,373)	106%
Research	49,035	59,112	(10,077)	100%
Public Service	1,241,669	1,353,446	(111,777)	109%
Academic Support	26,377,398	26,264,636	112,762	100%
Student Services	26,690,423	28,888,229	(2,197,806)	108%
Institutional Support	54,665,927	58,065,975	(3,400,048)	106%
Operation and Maintenance of Plant	22,252,769	20,689,531	1,563,238	93%
Scholarships and Fellowships	48,181,339	47,974,630	206,709	100%
Auxiliary Enterprises	36,849,510	36,999,697	(150,187)	100%
E & G and Auxiliary Funds Total	301,188,873	309,874,432	(8,685,559)	103%
Grand Total All Funds - Expenditures	301,188,873	309,874,432	(8,685,559)	103%



#### **INITIAL OUTLOOK FOR 2025-2026**

#### **REVENUES:**

- Fall tuition has fallen \$2.5M below budget
- Auxiliary revenues are initially performing \$200,000 ahead of budget

#### **EXPENSES**:

- Scholarship expense is performing well, initial Fall merit scholarship is \$2.7M below budget
- Salaries and Fringe Benefits are on budget as of the end of August 2025



### THANK YOU! QUESTIONS?







#### **Recently Completed Projects**

#### **BURNAM HALL**

#### **Burnam Hall Project Timeline**





#### **CLAY HALL (DUE TO INSURANCE CLAIM)**

#### **Clay Hall Project Timeline**

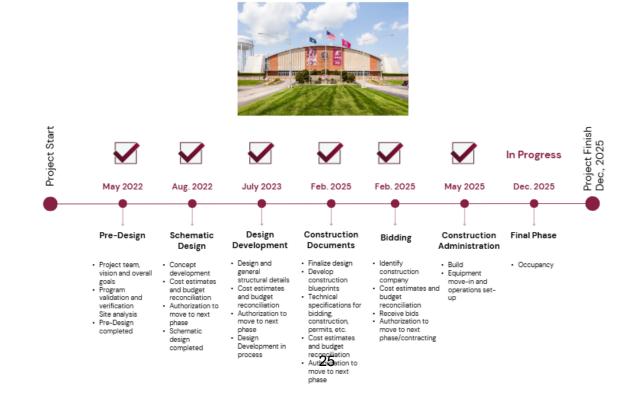






#### Education & General Building Projects

#### **ALUMNI COLISEUM**

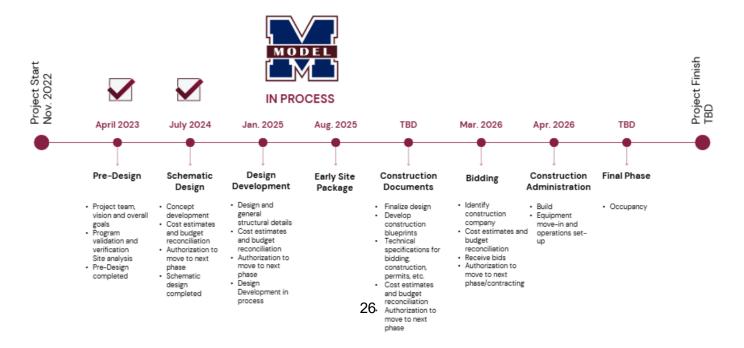




#### MODEL LABORATORY SCHOOL



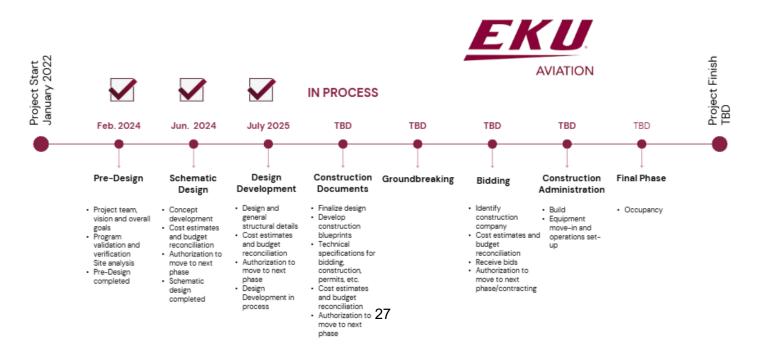
#### **Model Laboratory School Project Timeline**





#### FLIGHT SCHOOL

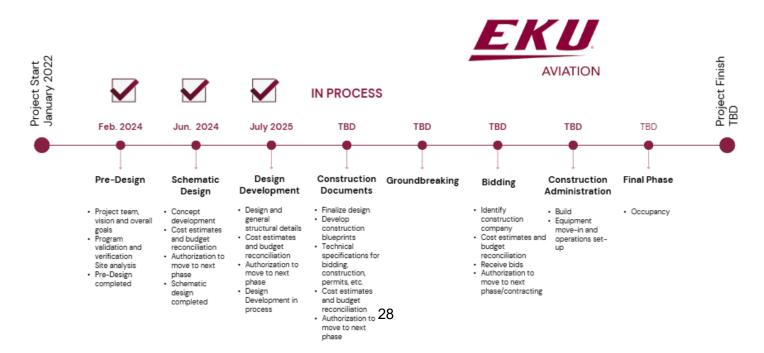
#### Flight School Project Timeline





#### TERMINAL BUILDING

#### **Terminal Building Project Timeline**





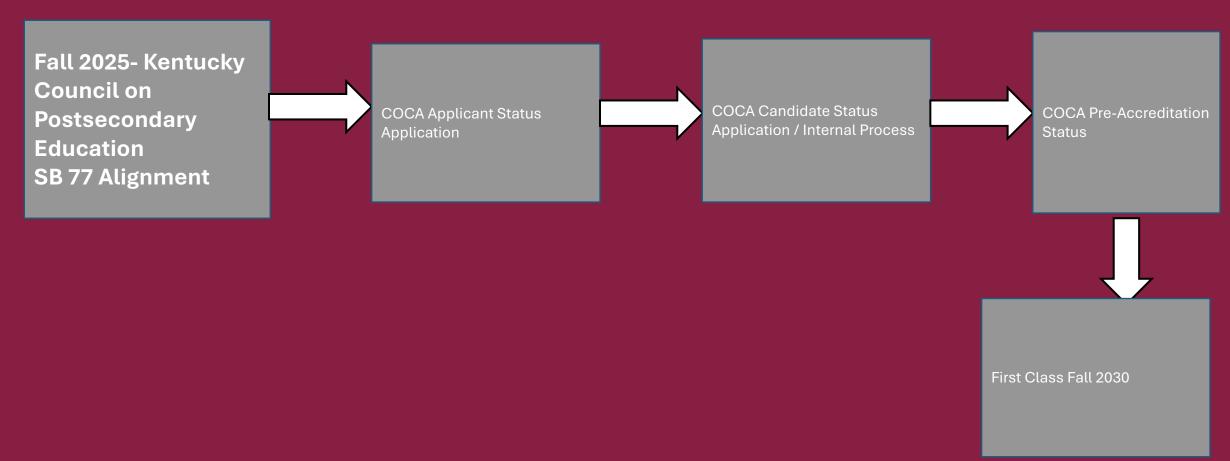
### QUESTIONS, COMMENTS?





Proposed EKU College of Osteopathic Medicine

#### Proposed EKU College of Osteopathic Medicine Accreditation Pathway



## 



Academic Affairs Update

#### Strategic Research Initiative

#### EKU Research Advisory Council

- Anne Cizmar, Associate Dean of Research Administration
- Ashlee Oliver, Executive Director of Sponsored Programs Accounting

**2025-2026 Faculty Research Fellows** 

- Jason Fry, Associate Professor, Department of Physics, Geosciences and Astronomy
- Mike Lane, Professor,
   Department of Parks, Recreation, Exercise and Sport Science
- Jason Marion, Professor
   Environmental Health Science

**Identifying Viable Funding Opportunities** 

Matching Opportunities to EKU Faculty and Staff expertise

Developing High-Quality and Effective Proposals

**Increased Likelihood of Sponsored Research Growth** 

- University-funded Scholarship Model
  - Competitive research seed funding
  - o \$32,000 to \$175,000
- Publication Support Fund
  - 0 \$50,000
- Student Research Funding
  - o \$7,000-\$20,000
- Research Match and Faculty Startup Fund

33 o \$40,000



#### **Essential Education at EKU**

- Includes:
  - Revised Element curriculum
  - Reduction to 30 hours
  - Integrated pathway model, with EE courses that share a common theme and are taught across Elements
  - Inaugural theme: Artificial Intelligence
- Essential Employability Skills will be integrated into all EE courses
- Pathway course design and employability integration workshops held in September
- The first pathway courses will be taught in Fall 2026



#### Provost's Internship Program

Established in 2022 by Provost Sara Zeigler, the Provost's Faculty Internship Program is designed to develop leadership skills at the university level among EKU faculty.

#### 2025-2026 Provost's Faculty Interns:

- Jill Campbell School of Music
- Anne Cizmar Department of Government
- Matthew Howell Department of Government
- Shijin Kozhumal Fire Protection and Paramedicine Sciences
- Lisa Middleton Department of Biological Sciences

#### 2025-2026 Provost's Fellow:

Lisa Kay - Department of Mathematics and Statistics



#### New Faculty Symposium

The 2025 EKU New Faculty Symposium (NFS) was held from August 5-8 in the Faculty Center for Teaching & Learning. The New Faculty Seminar is a year-long program that builds community and expertise.

Sessions support new faculty as they learn about the range of resources available and about teaching and learning at EKU:

- Resources for Teaching, Learning, and Academic Innovation
- Teaching & Learning with AI
- Teaching Essential Education Courses at EKU
- Introduction to the EKU LMS: Canvas
- EKU Education Abroad
- Faculty Research Opportunities



## **QUESTIONS? COMMENTS?**





## DEVELOPMENT UPDATE



## TOTAL FUNDRAISING RESULTS

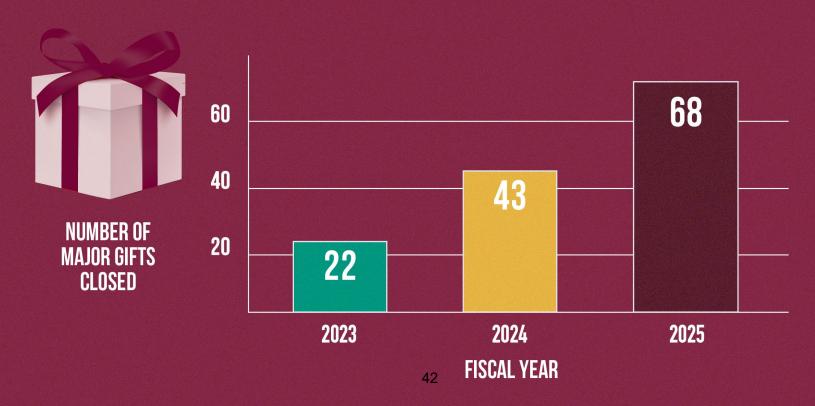
### **3-YEAR COMPARISON**

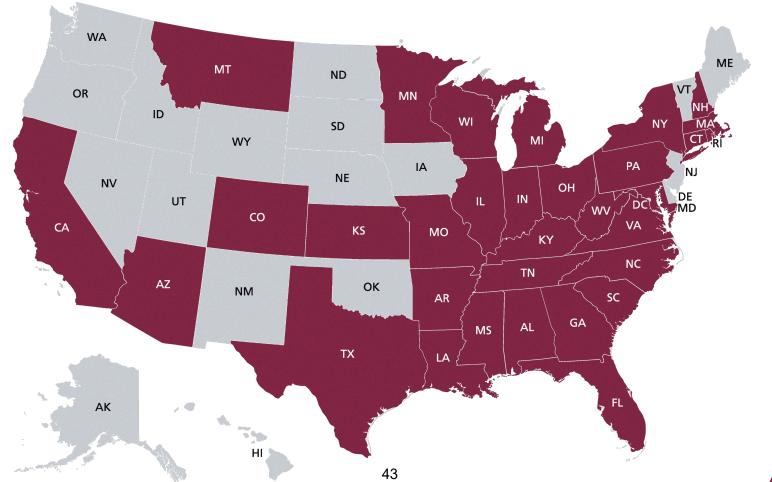
	F23		F24		F25	3 YEAR TOTAL
GIFTS RECEIVED	\$4,342,508		\$5,443,233		\$4,717,324	\$14,503,065
BEQUEST EXPECTANCIES (FV)	\$1,037,000	(5)	\$4,055,519	(6)	\$5,913,401 (18)	\$11,005,920
NEW PLEDGES	\$1,695,000		\$590,000		\$1,407,540	\$3,692,540
TOTAL (FV)	\$7,074,508	42.61%	\$10,088,752	19.32%	\$12,038,265	\$29,201,525
GIFTS AND PLEDGES	85%		60%		51%	62%
BEQUEST	15%		<b>40</b> %		49%	38%

# OFFICER VISITS 3-YEAR COMPARISON



## MAJOR GIFTS CLOSED







## FUNDRAISING BY TOP TEN STATES

#1 KENTUCKY \$9,417,209.50	#6 OHIO \$252,164.25
#2 GEORGIA \$449,590.53	#7 TENNESSEE \$145,574.95
#3 FLORIDA \$376,569.52	#8 ARIZONA \$126,102.00
#4 NEW YORK \$278,034.34	#9 MARYLAND \$106,265.67
#5 WEST VIRGINIA \$268,314.85	#10 CALIFORNIA \$87,231.09

# **GIVING DAY:** 3-YEAR COMPARISON



FISCAL YEAR	2023	2024	2025
GIVING DAY GOAL	2,292	2,324	2,425
GIVING DAY DONORS	2,563	2,477	2,441
GIVING DAY DOLLARS	\$432,600	\$720,303	\$1,015,000
CHANGE IN DOLLARS		66.51%	40.91%

# **ATHLETICS**3-YEAR COMPARISON



FISCAL YEAR	2023	2024	2025
DOLLARS	\$652,439	\$350,838	\$1,082,001
CHANGE		-46%	208%



## QUESTIONS, COMMENTS?





## EKU. X



### THE TRANSITION

EKU will transition to the United Athletic Conference (UAC)
as a full, all-sports member beginning in 2026-27.

We expect to have the contract completed by February
 2026.



### GENERAL INFO

- Effective July 1, 2026, the
   Western Athletic Conference
   (WAC) will rebrand as the UAC
   and join the Atlantic Sun
   Conference (ASUN) to form a
   groundbreaking strategic
   alliance.
- EKU will continue to compete in the ASUN during the 2025-26 season, with football playing in the current football-only UAC this fall.



### INDEPENDENT CONFERENCE

The UAC and the ASUN will remain independent conferences.

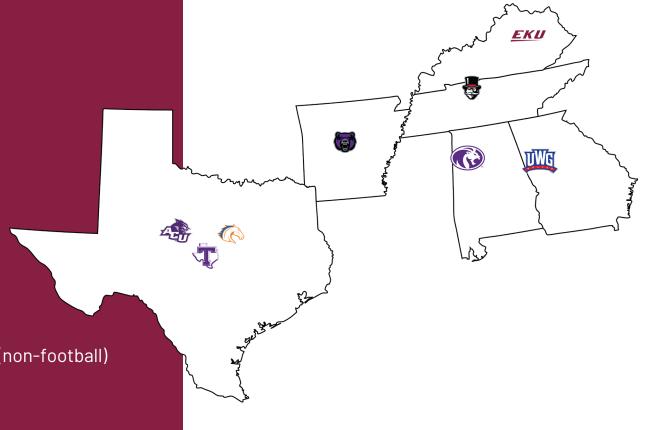
 The consortium will be led by Executive Director Jeff Bacon, current ASUN Commissioner.

 Both conferences will have their own automatic qualifying bids for NCAA postseason play.



# SCHOOLS IN THE NEW UAC

- -Abilene Christian University
- -Austin Peay State University
- -University of Central Arkansas
- -Eastern Kentucky University
- -University of North Alabama
- -Tarleton State University
- -University of Texas at Arlington (non-football)
- -University of West Georgia





## THIS MOVE WILL:

- Solidify our football program. But ... we will need to add more football-playing schools to the conference.
- Increase in-season scheduling opportunities via a cross-conference scheduling alliance in multiple sports, allowing for an increase in home games and regional competition. Example: we will continue to schedule Bellarmine because they are a local rival.
- Be budget neutral. There will be no increased expenses with this move.



## QUESTIONS, COMMENTS?



### EKU SPORTS NETWORK



#### THE NEW AUDIO HOME OF COLONEL **FOOTBALL & BASKETBALL GAMES**

SAME GREAT BROADCASTS IN A NEW HOME! **HOW TO LISTEN:** 

EKU SPORTS APP

- DOWNLOAD THE EKUSPORTS APP **CLICK MEDIA BUTTON** 

#### ONLINE

- VISIT EKUSPORTS.COM - CLICK "LISTEN LIVE" AT TOP OF THE WEBSITE

**SCAN TO DOWNLOAD** APP - APPLE



**SCAN TO DOWNLOAD APP - GOOGLE PLAY** 



## Eastern Kentucky University Board of Regents Executive Committee Meeting

July 16, 2025

11:00 a.m.

Powell 229
Eastern Kentucky University

#### I. Call to Order

A regularly scheduled meeting of the Executive Committee of the Eastern Kentucky University Board of Regents, convened on July 16, 2025, at 11:00 a.m. in Powell 229, Eastern Kentucky University, Richmond, Kentucky. Chair Mike Eaves called the meeting to order. A quorum was established.

#### **Present**

Mike Eaves, Chair Regent Laura Babbage Regent Alan Long, Vice Chair Regent Ashley Ward Regent Teresa Hail

#### **II. Information Items**

#### A. FY25 Financial Closing

Brian Mullins, Interim Vice President for Finance and Administration and Chief Finance Officer (CFO), presented a FY25 Financial Closing overview. The presentation is incorporated herein and will be included with the official copy of the minutes.

#### **B.** Construction Updates

Dr. Bryan Makinen, Chief Campus Operations Officer, reported the completion of several capital construction projects. Major ongoing efforts include the Model Laboratory School project moving into construction documentation, the Alumni Coliseum seating overbuild scheduled for year-end, the Kit Carson steam line nearing completion, and the Ramsey smokestack demolition ahead of schedule, along with HVAC, mechanical, communication, and building upgrades. President McFaddin added that Hummel Planetarium restoration is estimated at \$1.922 million, with demolition costs pending, and a future plan will be presented to the Board as part of space utilization planning, as requested by Regents Long and Babbage.

[The Committee Chair adjourned for a recess at 9:51 a.m. The meeting reconvened at 10:01 a.m.]

#### **C.** Athletics Conference Realignment

Kyle Moats, Vice President and Director of Athletics, provided an overview of the university's transition to the United Athletic Conference, with the full presentation incorporated into the record. President McFaddin added historical context on conference alignments and emphasized the strategic vision to control costs and enhance the overall student-athlete experience. Moats reported the transition would be cost-neutral.

### D. Annual Report and Update on Strategic Plan and Institutional Goal Setting 2025-2026

President Dr. David McFaddin previewed the Excellence Scorecard, a long-range performance planning tool that tracks key indicators to show where the university has been and where it is heading. Dr. Bethany Miller emphasized its relevance, noting it will be reported regularly, with FY23–24 data presented as actuals, FY25 as primarily estimates, and FY26–31 as goals, with each year adding actuals for comparison. The Scorecard provides context for metrics such as student success, anticipated ROI, expectations and goals, and comparisons with other public comprehensive institutions. These key indicators will shape the annual report and serve as a resource for tracking progress. The Scorecard also informs long-term budget planning and serves as a roadmap for budgeting and forecasting across major classifications.

#### **Discussion on Review of Bylaws**

The Board reviewed draft Board Bylaws, which included a number of updates based upon statutory changes, as well as other proposed edits. Chair Eaves noted the statutory inconsistency in a 4-year versus an annual review and noted the bylaws should not require both. A revision was also proposed to strike "and shall not be" from Paragraph 3(B)(1).

Dana Fohl, Vice President for Compliance and University Counsel, noted that the Board would shortly receive annual acknowledgement forms, which include a conflict-of-interest disclosure.

#### **III. Executive Session**

The Board entered executive session by way of Motion made by Regent Long and second by Regent Babbage at 12:09 p.m. for the purpose of "deliberations on the future acquisition or sale of real property by a public agency" as discussion in the public could impact the value, pursuant to KRS 61.810(1)(b), and for the purpose of holding a board hearing "which might lead to the appointment, discipline, or dismissal of an individual...student," under the Academic Regulation 4.1.3, Academic Integrity, pursuant to KRS 61.810(1)(f).

The Board returned to regular, open session of the Board at 1:02 p.m. upon Motion by Regent Long and a second by Regent Babbage.

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

#### A. Appeal of Unidentified Student's Academic Integrity Case

A motion was made by Regent Ward to rule that the sanction issued was inconsistent with the nature and severity of the case. The motion was seconded by Regent Babbage. The following members voted "aye": Laura Babbage, Teresa Hail, Alan Long, Ashley Ward. The following members voted "nay": Mike Eaves. The motion passed.

#### **B.** Real Property Transactions

A motion was made by Regent Long to approve the real property transaction for the Tudor House at Taylor's Fork. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

#### V. Adjournment

There being no further business, Chair Eav	ves called for a motion to adjourn. A motion was
made by Regent Babbage. The motion was s	econded by Regent Hail. The motion passed
unanimously by voice vote. The meeting adjourned	ed at 1:03 p.m.
Mr. Ashley Ward Board Secretary	 Date
Mr. Ashley Ward, Board Secretary	 Date

### Eastern Kentucky University Faculty Senate

#### Report of the Faculty Senate Chair to The Board of Regents

presented by:

John J. Brent, Ph.D.
Associate Professor, Interim Chair, & Faculty Senate Chair School of Justice Studies
College of Justice, Safety, and Military Sciences
Eastern Kentucky University
Email: JohnJBrent@EKU.edu
Work Phone: (859)866-8152

On this date:

17<sup>th</sup> of September 2025

#### **Section I. Recent Meetings and Reports**

#### **Faculty Senate Meeting—Regular Session**

The Executive Committee held its first meeting of the academic year on August 25<sup>th</sup> and the Faculty Senate first met on September 8<sup>th</sup>. During these meetings several items were brought forward, discussed, and/or completed. These items included the following (among others):

#### **Section II: New Business Items**

#### **Guest Speakers**

During the Faculty Senate meeting, Aaron Barker (President, Student Government Association) provided updates from the Student Government Association, highlighting key initiatives, goals, and events planned to enhance student engagement and representation throughout the upcoming academic year (AY). John Dixon, EKU's Chief Human Resources Officer, delivered an informational presentation outlining this AY's employee benefits, including updates on health coverage, plans, and other changes to resources as they relate to faculty and staff. In addition, Dana Fohl, J.D., University Counsel, offered an informational presentation on House Bill 424, explaining its provisions, potential legal and operational implications.

#### **Policy Updates**

Since the last AY, several new policies were published. These include:

- Institutional Viewpoint Neutrality Policy 1.5.7
- Annual Evaluation of President, 1.5.5
- Naming Policy, 3.1.2
- Student Location, 5.1.4
- Contract Review, Approval, and Execution, 6.2.2
- Space Utilization, 7.1.2

Additionally, several policies and regulations were posted for public comment. These include:

- 4.1.13ACR Class Meetings
- 4.8.2ACR Cancellation or Delay of Classes
- Use of Artificial Intelligence in the Workplace (New Regulation)

#### **Finalizing the Faculty Senate and Standing Committee Rosters**

During the Faculty Senate meeting, the body reviewed the current roster of Senate representatives and noted any/all vacancy positions needing to be filled. In addition, standing committees were tasked with identifying their respective chairs and establishing meeting dates for the upcoming academic year. These steps were put in place to ensure that all units are fully represented and that committees are prepared to begin their work in a timely/organized manner.

#### **Drafting Standing Committee Charges for AY 2025-2026**

During the Faculty Senate meeting, Senators starting drafting working charges for each standing committee. Rather than being predetermined ahead of time, this approach includes a faculty-led process in which each senator works with their respective academic unit and identifies the most pressing issues for Senate consideration. Each proposed issue is then aligned with the appropriate standing committee to ensure clear ownership, coherent scope, and actionable next steps, with the goal of focusing Senate efforts where they can have the greatest impact.

#### **Surveying Senator's Work-Related Areas of Interest**

During the Faculty Senate meeting, each member was asked to identify their policy-related and functional areas of interest. This effort is designed to create a more organized process for connecting faculty expertise with institutional needs. When the university requires faculty insight, needs to establish work groups, or form draft teams, these identified areas of interest will allow us to more effectively match the faculty to tasks. The intent is to increase efficiency, strengthen outcomes, and improve processes by ensuring that engaged faculty are involved.

#### Section III. Ongoing Efforts and Accomplishments

#### **Lunch and Learn**

The fall Faculty Lunch and Learn session with President McFaddin is currently scheduled for October 21. While the specific topic is still to be determined, it will be shaped by both current institutional priorities and the interests expressed by faculty members. This session is intended to provide an open forum for dialogue, allowing faculty to engage directly with the President, ask questions, and share perspectives on issues most relevant to their work and the university community. By aligning the discussion with both present concerns and input, the event aims to foster conversation, strengthen shared governance, and ensure information is communicated.

#### **Collaborative Learning/Informational Sessions**

Senators expressed interest in collaborating with the Faculty Center for Teaching & Learning (FCT&L) to host a series of informational and training sessions on a range of important topics. Suggested areas of focus included the use of Artificial Intelligence in teaching and research, effective communication strategies, approaches to addressing enrollment challenges, and an overview of finance and budgeting processes. These sessions will be designed as collaborative efforts, bringing together a variety of experts to quip attendees with the practical knowledge and tools need to support both their professional development and the university's broader mission.

#### **Problem Solver Meetings and the Virtual Suggestion Box**

Provost Zeigler, Faculty Regent Noblitt, Vice Chair Howell, and I held two "Problem Solvers" meetings. Discussion topics included:

- Full-time plus changes after add/drop
- Plans for the planetarium
- Enrollment trends
- Budgeting
- Compensation schedules
- The integrity of online learning given AI
- Booksmart Program
- Policy on Leave
- Policy 1.1.1
- Records keeping
- Updates to General Education
- Webpage updates and issues

I thank the Board for their time and attention, as well as their ongoing support.

Very Respectfully,

John J. Brent Faculty Senate Chair



#### Staff Council Report for the Board of Regents 9.17.25

Chairman Eaves, Members of the Board, and President McFaddin,

Thank you for the opportunity to provide this written update on the initiatives and activities of the EKU Staff Council.

We are pleased to report that we recently completed Executive Officer and Committee Chair Elections. **New Officers include the following:** 

Chair-Micah Hunsucker, Director of University Procurement Vice-Chair-Ashton Chaffins, Associate Director NOVA TRIO Treasurer- Mikayla Estepp, Assistant Director, Enrollment Marketing Strategy Secretary- Jaimie Roberts, Deputy Title IX Coordinator and Chief Investigator

#### **Committee Chairs include the following:**

Elections Chair- Josh Thomasson, Senior Counselor, Big E Central
Policy Chair- Jennifer White, Director, Education Abroad
Programing/Events Chair- Ryan Fisher, Assistant Director, Memberships & Outreach, Campus Recreation
Communications Chair- Brooke Blackwell, Instructional Designer

Looking ahead, Staff Council is eagerly preparing for election of new members in November. Staff Council is considered complete at twenty-five (25) seats and currently has sixteen (16) members. We are actively recruiting staff who may be interested in serving the University and publicizing our monthly meetings with the intention of inviting more staff to attend. Additionally, members of Staff Council look forward to an opportunity to talk with President McFaddin at our "Lunch & Learn" session scheduled for September 29<sup>th</sup>.

We appreciate the ongoing support of the Board of Regents and look forward to continuing our work in support of EKU staff. Thank you for your time and commitment to the success of our university community.

Respectfully submitted, 9.12.25 Micah Hunsucker, Chair



Aaron G. Barker Student Body President aaron.barker@eku.edu 606-547-5999

### EASTERN KENTUCKY UNIVERSITY STUDENT GOVERNMENT ASSOCIATION

116 Powell Student Center 521 Lancaster Avenue Richmond, Kentucky eku.edu/in/sga

The Student's Voice Since 1954

#### Student Government Association Update: September 2025

Members of the Board:

It is an absolute honor to have been elected to the role of Student Body President this past spring, and to have the opportunity to represent the voice of Eastern Kentucky University's students on this Board.

The Student Government Association has been hard at work preparing for the semesters ahead. Executive Vice President Mora and I spent the summer meeting with students, staff, and faculty across campus to strengthen representation throughout the Association. In addition to that, we continued developing our strategic plan, which outlines key initiatives for the years to come and the steps the Association will take to achieve them.

Since returning to campus for the fall semester, all of our branches have been focused on recruiting the next generation of student leaders. Our annual fall elections are currently underway and will conclude on Tuesday, September 9. The entire Executive Board is confident in the strength and dedication of the incoming student leadership that we will see over the next two to three years. Additionally, our Student Court is preparing for the year ahead, with all members having been assigned to represent their respective constituencies across various campus committees.

A large focus that I see my administration focusing on for the year ahead is a change in structure of our Student Senate and the processes in place for electing Senators. Attached to this report is an Executive Order that I have signed which will initiate that process over the coming weeks.

Lastly, the Kentucky Board of Student Body Presidents has continued its work over the summer and has submitted three nominees to the Governor's Office for consideration as the next student representative to the Kentucky Council on Postsecondary Education. I'm exceptionally proud to share that one of those nominees is William Lampert, our former Student Body President and a committed advocate for student voices in higher education.

Sincerely,

Aaron G Barker

Aaron G. Barker

Student Body President | Student Regent



Student Government Association student.government@eku.edu

### EASTERN KENTUCKY UNIVERSITY STUDENT GOVERNMENT ASSOCIATION

The Student's Voice Since 1954

116 Powell Student Center 521 Lancaster Avenue Richmond, Kentucky

#### **EXECUTIVE ORDER NO.2526.004**

### ESTABLISHMENT OF A JOINT COMMITTEE ON SENATE MEMBERSHIP AND ELECTIONS REFORM

Whereas, The Student Government Association's electoral process and Senate structure require significant improvements to better represent the student body;

Therefore, By the virtue of the authority vested in me as Student Body President by the Student Government Association Constitution it is hereby ordered as follows:

#### Section 1. Creation

(A) Following unanimous approval by the Executive Board, a Joint Committee on Senate Membership and Elections Reform shall be established (hereinafter referred to as "The Committee").

#### Section 2. Composition

- (A) The Committee shall be chaired by the Executive Vice President.
- (B) The Committee shall consist of five (5) members of the Association: the Executive Vice President, two (2) members from the Student Senate, and two (2) members of the Student Court all of whom must be unanimously approved by the Executive Board.

#### Section 3. Purpose

- (A) Redesign the candidate application process for students seeking election.
- (B) Restructure the electronic voting system to enable students to elect Senators who better reflect their campus backgrounds.
- (C) Adapt the composition of the Student Senate to include designated roles that accurately represent student populations at Eastern Kentucky University.

**ENACTED THIS DAY** 

SEPTEMBER 8, 2025

Aaron G Barker

Aaron Barker, Student Body President

#### **EKU 2026-2028 BUDGET REQUESTS**

#### INDIVIDUAL LINE-ITEM CAPITAL PROJECT - \$330M

Construct Center for Health Innovation - Instructional Space: Medical School, Nursing,
 Occupational Therapy, Medical Laboratory Sciences, Public Health & other health sciences.

#### PROPOSED OSTEOPATHIC MEDICAL PROGRAM - \$50M

• Escrow request - one-time for required reserve and start-up costs.

#### **ASSET PRESERVATION - \$75M**

Maintain or increase Asset Preservation Funding for the next biennium, without match.

#### OPERATING FUND INFLATIONARY ADJUSTMENT

- Maintain state appropriation Inflationary Adjustments for each year of the biennium.
- Request 2024-2026 appropriations part of the recurring base going forward.

#### **KERS**

• EKU requests continued funding of HB8 funding plan for the KERS supplement.

#### STATE MANDATED TUITION WAIVERS

• Stipulate these are "last dollar waivers" with state and federal funding being applied first.

#### STATE FIRE AND TORNADO INSURANCE PREMIUM - \$5.5-6M

- Request the state fully fund our Fire and Tornado Insurance Premium, as they do for other state agencies.
- Make 2024-2026 Fire and Tornado Insurance appropriations part of the recurring base.

#### PERFORMANCE FUNDING

• EKU requests an increase in the Performance Funding pool. Overall reform needed.

#### EKU AVIATION MANDATED PROGRAM REQUEST - \$1.5M annually, \$10M Capital Request

- **Senate Bill 87** directs CPE, in collaboration with the KY Transportation Cabinet, to assess the capacity of public universities to offer programs that lead to Federal Aviation Administration (FAA)-recognized credentials in Air Traffic Control safety. By June 30, 2026, CPE is required to approve the program(s). **\$5M Capital request for ATC start-up costs**
- Fleet 30 aircraft (average age: 31 yrs, including 4 leased aircraft (all manufactured before 1986 with avg. of 18,000+ flight hours) and 4 EKU-owned aircraft (manufactured in 1980, 1982, 1983, 1998 with avg. of almost 12,500 flight hours) \$5M Capital request for aircraft

#### MODEL LAB SCHOOL MANDATE REQUEST - \$10,000+ Per Pupil Funding

- EKU receives \$4.571M annually in state support for Model Lab. As enrollment grows, Model's per pupil support from the state decreases. Model students come from many districts ranging from 9 to 13 school districts, some as far as an hour away Fayette, Jessamine, Lee, Laurel and Paris & Corbin Indep.
  - o In 2023-24, with 737 students, Model received the equivalent of \$6,203 per pupil from the state and with additional tuition/fees paid by parents, Model's per pupil expenditure was \$13,471, KY's average per pupil expense: \$19,020.
  - KDE ruled Model Lab ineligible for federal funding for students with disabilities, while 10% of Model students are identified as disabled.
  - We request in subsequent fiscal years, the base support be increased by the same per pupil increase in the guaranteed base funding provided to other school districts.



#### 2024-2025

## EKU AT A GLANCE

TOTAL ENROLLMENT: 15,673 | 77% RETENTION RATE



or Pell eligible





**KY'S UNIVERSITY** 

within their field of study



**FIRST GENERATION** 

40% of EKU's students are the first in their family to attain a higher education degree



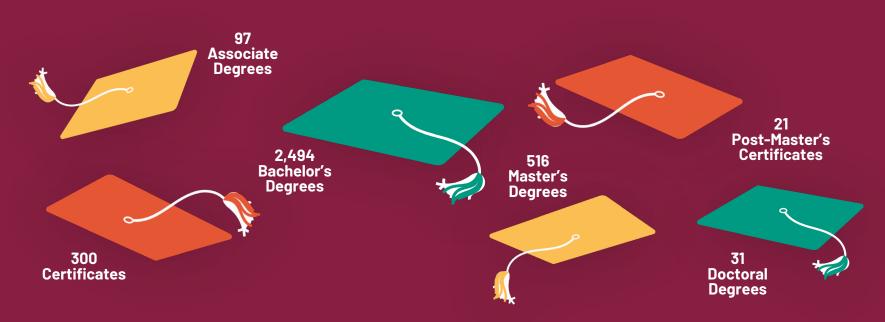
**EARNINGS** 

6 months after graduation, EKU graduates earn an average of \$50,000

#### 2024-2025

## EKU AT A GLANCE

TOTAL ENROLLMENT: 15,673 | 77% RETENTION RATE



## EKU HIGHLIGHTS

- Largest regional university in Kentucky in degree-seeking student enrollment
- An Opportunity University by the Carnegie Foundation
- A Best Bang for the Buck College by Washington Monthly
- No. 2 nationally for Military Friendly® Spouse Schools and top-ranked in Kentucky for Military Friendly® Schools
- First among Kentucky public universities for Top
  Performers on Social Mobility by U.S. News & World Report
- Among America's Best Colleges by The Wall Street Journal
- No. 22 in Best Occupational Therapy Programs by U.S.
   News & World Report
- Among the Best Online Nursing School Master's Programs for 2025 by The Princeton Review















## 1. EMBRACE STUDENT SUCCESS AS OUR PURPOSE

#### We thrive when our students thrive.

- Reach Total Enrollment of 15,400, a 2.6% increase
- Increase out-of-state recruitment efforts
- Remove barriers to scholarships
- Broaden E3 events
- Ensure seamless support for students





## 2. ENCOURAGE FOCUSED ACADEMIC INVESTMENT

#### Driving change through academic innovation.

- Conduct next steps for an EKU College of Osteopathic Medicine
- Build scholarship funding for Education Abroad
- Position EKU as leader in the performing arts
- Create new and innovative synergies between the College of Education and Applied Human
   7Sciences and Model Laboratory Schools

## 3. EMPHASIZE BEING AN EMPLOYER OF CHOICE

#### Purpose, growth and a place to belong.

- Continue compensation and benefit investment along with position analysis to ensure market competitiveness
- Promote and leverage training opportunities that connect employees with industry experts
- Establish onboarding processes for a seamless new employee experience
- Ensure at least 90% of employees complete the performance review process



## 4. ENSURE FINANCIAL STRENGTH

## Keeping higher education accessible in Kentucky

- Increase dollars raised to \$12 million for FY25
- Advocate for changes to the state performance funding model
- Implement zero-based budget model and maximize net tuition
- Evaluate and foster cost-effective and secure IT infrastructure





## 5. ENHANCE THE CAMPUS BEAUTIFUL

#### **Building for the future**

- Complete Campus Master Plan
- Complete critical infrastructure improvements while preserving the natural environment
- Strategic utilization of asset preservation funds across campus
- Create Targeted Experiential Wayfinding
- Enhance and revitalize student residential housing portfolio

## 6. ELEVATE THE UNIVERSITY BRAND

#### The power behind our Maroon message

- Refresh key brand assets
- Promote the pedagogical and sponsored research of our EKU community as well as department rankings at the state and national level
- Finish first in the ASUN all-sports standing
- Implement an integrated marketing strategy using organic visual assets





# 7. ENERGIZE COLLABORATION ACROSS THE SERVICE REGION

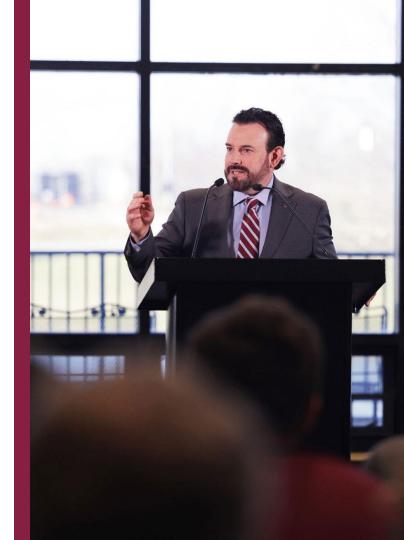
#### Strengthening the Commonwealth

- Reestablish alumni chapter events
- Establish a community network to connect faculty and graduates with organizations in the region
- Create a response and resource team made up of EKU faculty and staff to address regional needs in Eastern Kentucky
- Identify representatives for Foundation and Alumni Board members

## 7. ENRICH STRATEGIC PARTNERSHIPS

#### Strength through partnerships

- Foster strategic partnerships that align with signature academic programs
- Consider potential strategic partnerships to positively impact our local communities
- Leverage state and federal partnerships to support EKU core missions and statewide needs
- Build on the success of speed mentoring by connecting specific industries with the appropriate faculty and College



## EKU EXCELLENCE SCORECARD

METRIC	FY24	FY25	FY26 GOAL
TUITION & FEES	\$166.2M	\$173.8M	\$175.7M
ANNUAL OPERATING NET POSITION	\$-8.4M	\$4M	\$3M
UNRESTRICTED CASH RESERVES	\$41.5M	\$48.6M	\$50M
EXTERNAL RESEARCH INVESTMENT	\$40K	\$40K	\$250K
TOTAL AWARDS-ALL EXTERNALLY SPONSORED	\$19.6M	\$18.3M	\$6.15M
RESEARCH BASED AWARDS	\$1.5M	\$545K	\$650K
ATHLETICS COMMISSIONER'S CUP	7th	7th	1st
DEVELOPMENT FUNDRAISING	\$10.1M	\$12M	+5% YoY
NEW PLEDGES & GIFTS	60%	51%	50%

### EKU EXCELLENCE SCORECARD

METRIC	FALL 23	FALL 24	FALL 25 GOAL
TOTAL ENROLLMENT (FALL TERM)	15,008	15,673	16,000
UNDERGRADUATE ENROLLMENT	12,726	13,448	13,540
GRADUATE ENROLLMENT	2,282	2,225	2,460
8KBY28 ENROLLMENT	4,151	4,452	5,200
RETENTION RATE %	79.60%	76.90%	78.00%
RETENTION RATE STATE RANK	1st	2nd	2nd
GRADUATION RATE, SIX-YEAR	54.90%	54.70%	55.90%
GRADUATION RATE, FIVE-YEAR	51.10%	54.10%	54.70%
GRADUATION RATE, FOUR-YEAR	42.50%	41.00%	45.90%
TOTAL DEGREES AWARDED	3,420	3,517	24%*
TOTAL INSTRUCTION WORKLOAD (FT)  *%	193.3 79 of enrollment	202.9	205





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

May 14, 2025 9:00 a.m.

#### I. Call to Order

A regularly scheduled meeting of the Eastern Kentucky University Board of Regents convened on May 14, 2025, at 9:00 a.m. Chair Eaves called the meeting to order. The roll was called, and a quorum was established.

#### **Present**

Mr. Mike Eaves

Mr. Jeremiah Duerson

Mr. William Lampert

Ms. Lynnette Noblitt

Mr. Edwin Orange

Mr. Ashley Ward

Mr. Garth Bustle

Ms. Lori Cooksey

Ms. Teresa Hail

Ms. Laura Babbage

#### **Absent**

Mr. Alan Long

#### II. Swearing In

Regent Lynnette Noblitt was formally administered the oath of office by University Counsel, Dana Fohl.

#### III. Election of Officers (Secretary, Treasurer, Vice Chair)

A motion was made by Regent Babbage to nominate Regent Ashley Ward as Board Secretary. The motion was seconded by Regent Bustle. The motion passed unanimously by voice vote.

A motion was made by Regent Bustle to nominate Mr. Brian Mullins as Board Treasurer. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

A motion was made by Regent Bustle to nominate Regent Alan Long as Vice Chair. The motion was seconded by Regent Ward. The motion passed unanimously by voice vote.

#### **IV. Information Items**

#### A. Kevin Kerswick, Audit Plan by Crowe Horwath, LLP

Mr. Kevin Kerswick, Partner at Crowe, LLP, gave a brief presentation regarding the audit approach for the fiscal year ending June 30, 2025, which detailed amongst other things, the audit process timeline, and new accounting and auditing pronouncements, a copy of which is incorporated herein and will be included with the official copy of the minutes.

#### **B.** University Reports

#### 1. Brian Mullins, Financial Update

Mr. Brian Mullins, Interim Vice President for Finance / Chief Financial Officer, presented a financial update as of March 31, 2025. The presentation is incorporated herein and will be included with the official copy of the minutes.

#### 2. Mr. Brad Hall, Doctor of Osteopathic Medicine Program Initiative Update

Mr. Brad Hall, Executive-in-Residence and Presidential Fellow for Strategic Initiatives, offered a presentation that included, amongst other topics, an anticipated timeline of activities regarding the Proposed College of Osteopathic Medicine initiative. The presentation is incorporated herein and will be included with the official copy of the minutes.

#### 3. Committee Reports

In the absence of Vice Chair Long, who serves as the Finance Committee Chair, Chair Eaves gave a summary of the general activities of the March 27, 2025 and April 30, 2025 Finance Committee meetings.

#### C. Additional Reports to the Board

#### 1. Written Reports

#### i. Dr. Sara Zeigler, Provost and Senior Vice President for Academic Affairs

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

#### ii. Dr. John Brent, Chair of Faculty Senate

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

#### iii. Dr. Caelin Scott, Chair of Staff Council

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

#### iv. Mr. William Lampert, Student Government Association President

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

#### v. Ms. Amy Scarborough, Chief Government, Community and Corporate Relations Officer

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

#### vi. Ms. Dana Fohl, University Counsel

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

#### 2. Dr. David T. McFaddin, President

President David McFaddin delivered the following report:

As we conclude another academic year, I am pleased with the immense amount of progress we made this year in a variety of areas. From the great work during the legislative session, the hard work during the budget season, the exceptional work in enrollment growth, and the gratifying work of watching our faculty and staff support our students in every way imaginable, there is no doubt we had a great year. While there is much work to do, the 2024/2025 academic year has provided many reasons to celebrate.

#### **Largest Regional University in the Commonwealth**

In the most recent Council on Postsecondary Education annual enrollment report, Eastern Kentucky University ranked as the largest enrolled comprehensive university for degree-seeking students, beating out WKU, NKU, Murray, Morehead and KSU. This is the result of a team effort from across campus. EKU has the largest full-time student enrollment of

any regional institution in the Commonwealth with 14,463 students (a 5.1% increase). Traditional students are up 2.8% and online students are up 10.5% to 4,448. As we refine our strategy with 8K by 28, I anticipate continuing this progress next year with increased overall enrollments. In addition, our freshman retention rate is up 2.6%, higher than our benchmark year.

#### Successful 2025 General Session

I want to take a moment to thank Chief Government, Community and Corporate Relations Officer Amy Scarborough. I know Amy has worked with many of you throughout the session. She tracked more than 230 bills for EKU. Her tireless efforts in Frankfort led to significant victories for EKU.

#### • EKU College of Osteopathic Medicine (EKU-COM)

SB 77 eliminated the restriction on comprehensive universities offering PhD and doctoral programs for professional licensure and created a pathway for CPE approval of doctoral. The bill also creates a CPE process to make funding recommendations for new doctoral programs as part of the biennial budget process. The bill passed the House and the Senate unanimously and has been signed into law by the Governor. EKU will now move to the next stage of the process to open a DO school on EKU's campus.

#### • HB 306 Fire Protection Engineering Path to Licensure

House Bill 306 removed the statutory prohibition for fire protection engineer graduates to begin the licensure process in Kentucky. Before passage, EKU graduates had to seek licensure in other states and many never returned to Kentucky. EKU Fire Protection graduates will now pursue licensure in Kentucky by passing the Fundamentals of Engineering (FE) and the Principles and Practice of Engineering (PE) exams and by working under a licensed engineer for 6 years. HB 306 will enable EKU to recruit and attract more students into this specialized, high-impact program.

#### • SB 87 Air Traffic Control and Air Traffic Safety

The bill will enhance and expand air traffic control education in Kentucky. It directs CPE, in collaboration with the Kentucky Transportation Cabinet, to assess the capacity of public universities to offer programs that lead to Federal Aviation Administration (FAA)-recognized credentials in air traffic control safety, submit a report to the LRC and notify institutions identified as capable by December 1, 2025. By January 1, 2026, the institution(s) will submit requests to CPE for approval and by June 30,2026 CPE will approve the program(s). Air Traffic Control and Air Traffic Safety are a natural fit to join EKU's Aviation Program and we are excited

to work with the State to identify how we can continue to enhance workforce opportunities for Kentucky in the Commonwealth.

#### **Giving Day**

Congratulations to the Development Team and all of their campus partners who made the 2025 Giving Day a very successful day. Vice President Mary Beth Neiser proudly announced that yet again, EKU met our donor goal—this year of 2,425 donors, representing the 2024-25 academic year. In addition, we raised nearly \$1 million in less than 24 hours. The total gifts continue to be calculated and we will announce the final Giving Day totals in the coming weeks.

#### Groundbreaking of Model Lab School and Announcement of School of Education

It was with great anticipation that Superintendent John Williamson, Dean Elizabeth Smith, and I celebrated with our campus community and EKU family the groundbreaking of the Model Laboratory School last week. The event featured House Postsecondary Education Chair James Tipton, Sen. Jared Carpenter, and Rep. Deanna Frazier along with faculty and students from both EKU and Model. In addition, we formally announced the creation of the School of Education-solidifying the focus between the two programs. We are excited to finally begin construction on this generational investment that will improve and transform education in the Commonwealth.

#### **President's Excellence Awards**

A tenet of our strategic plan is being an Employer of Choice. Celebrating our best and brightest is one of the best ways to highlight the great work being done around our campus by faculty and staff. This year's President's Excellence Award Recipients encapsulate all that is great about our One Eastern. Congratulations once again to our winners:

- Excellence in Community and Belonging Dr. Clint Stivers Noel Studio for Academic Creativity
- Excellence in Engagement and Hospitality Dr. Brenda Caudill Student Health Services
- Excellence in Innovation Kyle Willis Facilities Services
- Excellence in Student Support Dr. Rae Loftis Student Affairs
- Emerging Leader Award Heather Brent Enrollment Management
- Excellence in Leadership Dr. Judy Jenkins Center for STEM Excellence

#### **EKU** in the News

- April in the News
  - o EKU Students host Needs Fair Public Health Program
  - o EKU Homeland Security program feature
  - o EKU Giving Day

- o EKU celebrates increased enrollment, high retention rate
- o EKU Faculty Receives Continuation Patent for Cancer Research
- EKU Faculty Honored for Excellence
- o EKU Scholars Showcase highlights Alumni Spotlight with Chris Hacker
- o Kentucky public universities are reviewing how to implement anti-DEI law
- EKU Clinical Closet Initiative College of Education and Applied Human Sciences
- o Experts discuss DNA evidence as arrest is made months after hit-and-run
- WKYT Investigates: Crucial role of arson investigators
- o More KY universities could award advanced degrees under new program
- Prior Learning Credit
- Physiology Friday: Managing Stress and Performance for Tactical Populations w/ Dr. Mike Lane, Anders Varner, Doug Larson, and Travis Mash - EKU Expert on Podcast
- EKU nursing program receives \$150,000 for home simulation and student support

#### • March in the News

- CPE, colleges and universities launch new initiative to expand credit for prior learning
- o KATS Soil Properties Workshop at Meadowbrook Farm
- Largest Regional University in KY
- o Kentucky Guard enters agreement with EKU
- o Dr. Geri Polvino
- o EKU hosts career fair for aviation program
- o Classroom in a box
- EKU and Kentucky National Guard sign MOU to benefit service members and their dependents
- Cow Wearables Help America's Dairy Farmers Detect Bird Flu and Other Illnesses - EKU Expert
- EKU x Republic Airways
- o "Go to bed at least an hour earlier..."; Ways to combat Daylight Saving Time
- o EKU nursing students inspired by care, driven to serve
- Electric outage
- o Grad/Dean/Presidents List/Awards:
- o EKU Med Lab Science cultivating careers, one sample at a time
- Scholarships available to attend Foster Music Camp at EKU
- Encouraging Women in Stem: EKU hosts annual STEM Goes Red event for young women

- EKU students among campus groups protesting against proposed anti-DEI legislation
- o Rescue squad members recognized by First Lady Britainy Beshear

#### **Upcoming Events**

May 15-16, 2025 – Commencement May 19, 2025 – EKU Summer Advantage Schedule Begins August 11-15, 2025 – Big E Welcome Week August 12, 2025 – Employee Convocation

#### Commencement

No better exclamation point can be put at the end of our academic year than to gather together and celebrate the success of our students at commencement. I am looking forward to being back home in Alumni Coliseum to welcome our graduating class of 2025. This commencement will feature performances by many in the School of Music including vocalists and a specially composed recessional music piece by our own former Faculty Senate Chair Dr. Richard Crosby. We will be celebrating nearly 220 graduates and I want to personally thank our faculty and staff for all of this hard work this year and look forward to a great day of celebration and joy.

Reminder of times for ceremonies starting tomorrow:

- Thursday, May 15, 2025
  - o 6:00 pm: Master's and Doctoral Graduates from all Colleges
- Friday, May 16, 2025
  - o 9:00 am: College of Letters, Arts, and Social Sciences and the College of Education and Applied Human Sciences
  - 1:00 pm: College of Health Sciences and the College of Science, Technology, Engineering, and Mathematics
  - 4:00 pm: College of Business and the College of Justice, Safety, and Military Science

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

Chair Eaves communicated that the Executive Committee is scheduled to meet on July 9, 2025. Additionally, he communicated that the Board would begin the process of the Board self-evaluation, as well as the evaluation of the president this upcoming July.

[The Chair adjourned for a recess at 9:57 a.m. The meeting reconvened at 10:15 a.m.]

#### V. Action Items

#### A. Consent Agenda

Items i. and viii., Approval of Updates for House Bill 4 Compliance and Report from the Council on Academic Affairs

A motion was made by Regent Bustle to approve items i. and viii. The motion was seconded by Regent Cooksey. The motion passed unanimously by voice vote.

Item ii. Approval of the Minutes for the Full Board Meeting on Feb. 19, 2025

A motion was made by Regent Duerson to approve item ii. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

Item iv. Approval of Six Year Plan amendment

A motion was made by Regent Babbage to approve item iv. The motion was seconded by Regent Lampert. The motion passed unanimously by voice vote.

Item v. Approval of the Personnel Actions

A motion was made by Regent Ward to approve item v. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

Item vi. Approval of Degree Candidates for Summer 2025

A motion was made by Regent Babbage to approve item vi. The motion was seconded by Regent Bustle. The motion passed unanimously by voice vote.

Item vii. Recommendations for Faculty Emeritus for 2024-2025

A motion was made by Regent Babbage to approve item vii. The motion was seconded by Regent Bustle. The motion passed unanimously by voice vote.

#### B. Recommendations for Model Promotion and Tenure for 2025-26

A motion was made by Regent Ward to approve. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

#### C. Recommendations for Promotion and Tenure for 2025-26

A motion was made by Regent Babbage to approve. The motion was seconded by Regent Bustle. The motion passed unanimously by voice vote.

#### D. Approval of FY26 Asset Preservation Pool Allocations

A motion was made by Regent Babbage to approve. The motion was seconded by Regent Bustle. The motion passed unanimously by voice vote.

#### E. Approval of Surplus of Lancaster Campus property

A motion was made by Regent Cooksey to approve. The motion was seconded by Regent Bustle. The motion passed unanimously by voice vote.

#### F. Discussion / Action of the Full-Time Plus Proposal and Fee Schedule

A brief presentation was offered by Dr. Bethany Miller, Chief Data and Reporting Officer, to summarize the proposal originally presented at the Finance Committee meeting on April 30, 2025 and to announce the Full-Time Plus Transition Scholarship.

Regents Cooksey, Ward, and Babbage discussed the proposal's impact on student affordability. They also sought clarification on the eligibility requirements of the transition scholarship and the current number of students who would qualify for it; additionally, they discussed the impact of financial aid packages and cost of attendance.

Regent Noblitt sought clarification on several implementation concerns, particularly the practical implications for students, the timing of the scholarship, curriculum planning / advising, and anticipated communication strategies. She also inquired about the university's competitive market position.

Chair Eaves asked Dr. Tanlee Wasson, Vice President for Student Success, Engagement, and Opportunity, if she believed this proposal – if approved – would have a significant impact on future enrollment. Dr. Wasson stated that she did not anticipate the proposal to have an overall significant impact on future enrollment.

Regent Ward thanked Dr. Miller and other administrators for being available to answer questions. He emphasized that the Board had received a substantial amount of data, including input from students (via SGA survey), faculty, and others. He affirmed that these perspectives received thorough consideration throughout their deliberations.

A motion was made by Regent Ward to approve the proposal. The motion was seconded by Regent Bustle. The roll was called. The following members voted "aye": Laura Babbage, Garth Bustle, Lori Cooksey, Jeremiah Duerson, Mike Eaves, Teresa Hail, Edwin Orange, Ashley Ward. The following members voted "nay": William Lampert, Lynnette Noblitt. The motion passed.

[The Chair adjourned for a recess at 11:34 a.m. The meeting reconvened at 12:58 p.m.]

#### G. Proposed Tuition and Fees, Residence Hall, and Dining Rates for 2025-2026

A motion was made by Regent Bustle to approve. The motion was seconded by Regent Duerson. The motion passed unanimously by voice vote.

#### H. Approval of Annual Operating Budget

A motion was made by Regent Bustle to approve. The motion was seconded by Regent Babbage. The roll was called, and the motion passed unanimously by voice vote.

#### I. Approval of Resolutions of Recognition

A motion was made by Regent Babbage to approve the three resolutions. The motion was seconded by Regent Bustle. The motion passed unanimously by voice vote.

#### J. Consent Agenda (iii)

Item iii., Approval of the Minutes for the Finance Committee on April 30, 2025

A motion was made by Regent Babbage to approve item iii. The motion was seconded by Regent Bustle. The motion passed unanimously by voice vote.

#### **VI.** Executive Session

The Board required a closed session for the purpose of discussing the potential acquisition or sale of property in accordance with KRS 61.810(1)(b). Chair Eaves entertained a motion to

enter a closed session. A motion was made by Regent Babbage. The motion was seconded by Regent Bustle. The motion passed unanimously by voice vote. The Board entered closed session at 1:25 p.m.

#### VII. New Business

The Chair called for a motion to end the closed session and re-enter the open session. A motion was made by Regent Bustle. The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote. The Board reconvened in an open session at 2:16 p.m.

Regent Ward motioned to amend University Policy 1.5.5 POL Delegation of Authority section 4(i) dealing with the purchase of real estate, so that the new version as amended would read: "Approve of the sale or purchase of any EKU owned real estate over \$500,000, and any sale or purchase of such real estate under that amount is authorized to be conducted by the President with concurrence of the Board Chair;" The motion was seconded by Regent Babbage. The motion passed unanimously by voice vote.

#### VIII. Swearing In

Regent Aaron Barker was formally administered the oath of office by University Counsel, Dana Fohl for a term beginning July 1, 2025.

#### IX. Adjournment

There being no further business, Chair Eaves called for a motion to adjourn the meeting.
A motion was made by Regent Cooksey. The motion was seconded by Regent Babbage. The
motion passed unanimously by voice vote. The meeting adjourned at 2:20 p.m.

Ashley Ward, Board Secretary	Date	

#### Eastern Kentucky University Personnel Statistics (Full-Time) May-July 2024 & 2025

		Institutional		Sponsored Contract/Grant				
	Total Employees		Employee	Total En	nployees	Employee		
Job Category	2025	2024	+/-	2025	2024	+/-		
Full-Time Faculty	544	552	(8)	2	1	1		
Administrators/Deans	56	56	-	2	1	1		
Full-Time Exempt	640	604	36	76	110	(34)		
Full-Time Non-Exempt	317	352	(35)	15	22	(7)		
Total:	1,557	1,564	(7)	95	134	(39)		
	Total	Salary	Salary	Total	Total Salary			
Job Category	2025	2024	+/-	2025	2024	+/-		
Full-Time Faculty	\$ 39,342,040	\$ 38,414,872	\$ 927,168	\$ 72,257	\$ 44,370	\$ 27,887		
Administrators/Deans	\$ 8,042,161	\$ 7,585,223	\$ 456,938	\$ 225,680	\$ 110,007	\$ 115,673		
Full-Time Exempt	\$ 38,582,606	\$ 34,863,818	\$ 3,718,788	\$ 4,307,264	\$ 6,207,803	\$ (1,900,540)		
Full-Time Non-Exempt	\$ 13,484,456	\$ 14,357,466	\$ (873,010)	\$ 606,957	\$ 826,301	\$ (219,344)		
Total:	\$ 99,451,263	\$ 95,221,379	\$ 4,229,884	\$ 5,212,158	\$ 7,188,481	\$ (1,976,323)		

#### Eastern Kentucky University Personnel Statistics (Part-Time) May-July 2024 & 2025

		Institutional		Sponsored Contract/Grant					
	Total Em	ıployees	Employee	mployee Total Employ		Employee			
Job Category	2025	2024	+/-	2025	2024	+/-			
Part-Time Faculty	515	457	58	-	1	(1)			
Graduate Assistants	172	170	2	2	4	(2)			
Part-Time Exempt	189	220	(31)	13	8	5			
Part-Time Non-Exempt	252	148	104	14	27	(13)			
Total:	1,128	995	133	29	40	(11)			
	Total	Salary	Salary	Total	Total Salary				
Job Category	2025	2024	+/-	2025	2024	+/-			
Part-Time Faculty	\$ 2,233,282	\$ 2,026,911	\$ 206,371	\$ -	\$ 48,379	\$ (48,379)			
Graduate Assistants	\$ 845,650	\$ 854,000	\$ (8,350)	\$ 11,200	\$ 22,400	\$ (11,200)			
Part-Time Exempt	\$ 251,387	\$ 314,224	\$ (62,837)	\$ 34,400	\$ 16,950	\$ 17,450			
Part-Time Non-Exempt	\$ 398,131	\$ 227,284	\$ 170,846	\$ 7,606	\$ 12,580	\$ (4,973)			
Total:	\$ 3,728,450	\$ 3,422,419	\$ 306,031	\$ 53,206	\$ 100,309	\$ (47,102)			

#### New Hires May 1, 2025-July 31, 2025

Last Name I	First Name	New Hire	Position Title	Department	Category	Ar	nual Salary
Holt 1	Tim	6/1/2025	Chair, School of Aviation	Aviation	Chairs	\$	160,000.00
Patel [	Diya	7/1/2025	Information Tech Consultant	Information Technology-Academic	FT Hourly Staff	\$	40,813.50
Serrano 1	Nicholas	6/9/2025	Agriculture Technician	Meadowbrook Farm	FT Hourly Staff	\$	33,113.60
Dyehouse \	William	7/6/2025	Repair Technician II	Housing Maintenance	FT Hourly Staff	\$	40,726.40
Smith 1	Natalia	7/1/2025	Coordinator, Education Abroad	Education Abroad	FT Hourly Staff	\$	39,994.50
Botts E	Bryce	5/21/2025	EH&S Specialist	Environmental Health Safety	FT Hourly Staff	\$	43,888.00
Thurman S	Stephanie	7/28/2025	Administrative Coordinator	Music	FT Hourly Staff	\$	34,690.50
Marriott I	Lillian	6/6/2025	Athletic Trainer, Sports Medicine	Sports Medicine	FT Professionals	\$	48,000.00
Weisberg J	Jan	6/1/2025	Head Baseball Coach	Baseball	FT Professionals	\$	118,000.00
Squires	Troy	6/20/2025	Assistant Baseball Coach	Baseball	FT Professionals	\$	60,000.00
Newman E	Eric	5/27/2025	Access Coordinator	Accessibility Services	FT Professionals	\$	42,000.00
Barsalona 1	Mark	6/9/2025	Senior Networking Engineer	Information Tech-Administration	FT Professionals	\$	55,000.00
Johnson Bigham (	Colby	6/9/2025	Professional Academic Advisor	Dean - Letters, Arts & Soc Sciences	FT Professionals	\$	43,358.00
Rabnott	Justin	6/2/2025	Systems Administrator	Information Tech-Administration	FT Professionals	\$	74,500.00
Broaddus J	Jack	7/21/2025	Athletic Trainer Sports Medicine	Sports Medicine	FT Professionals	\$	46,500.00
Phillips S	Sean	6/30/2025	Professional Academic Advisor	Dean - Letters, Arts & Soc Sciences	FT Professionals	\$	43,358.00
Hoskins A	Amanda	7/14/2025	HRIS Analyst	Human Resources	FT Professionals	\$	58,000.00
Hickman I	Kinzey	5/1/2025	Athletic Trainer Sports Medicine	Sports Medicine	FT Professionals	\$	50,000.00
Craft F	Rachel	7/1/2025	Dir of Business Operations	Athletic Business Office	FT Professionals	\$	48,000.00
Munafo F	Robert	6/16/2025	Enrollment Counselor	Graduate, Online, Adult, & Transfer	FT Professionals	\$	45,000.00
Clevenger A	Amy	6/30/2025	Coord of Stu Life, Involvement	(SL) Student Life General	FT Professionals	\$	43,888.00
Franklin J	Joseph	7/7/2025	Asst AD, Olympic Sports Med	Sports Medicine	FT Professionals	\$	70,000.00
Adams E	Brandon	6/4/2025	Coord of Partnership Services	Athletic Sponsorships/Development	FT Professionals	\$	43,888.00
Lee F	Patrick	7/21/2025	Business Analyst	Information Tech-Administration	FT Professionals	\$	58,023.00
Adams J	Jacob	6/11/2025	Counselor, Central Stu Svcs	Student Financial Assistance-Admin	FT Professionals	\$	35,568.00
Salow I	Logan	6/26/2025	Assistant Baseball Coach	Baseball	FT Professionals	\$	62,000.00
Brown J	Jimi	6/16/2025	Asst Chief Flight Instructor	Aviation	FT Professionals	\$	65,000.00
Rhodes 1	Nathaniel	7/9/2025	Residence Hall Coordinator	Martin Hall	FT Professionals	\$	43,894.50
Davis A	Alexis	6/16/2025	Coord, Adv Prg/Clmb Wal/Chng Cr	Campus Recreation Center	FT Professionals	\$	43,888.00
Haggerty (	Gage	7/1/2025	Asst. Dir of Athletic Equip Ops	Athletic Facilities/Game Operations	FT Professionals	\$	47,000.00
Carlisle I	Kristi	6/2/2025	College Enrollment Counselor	Admissions	FT Professionals	\$	53,040.00
Coffey F	Floyd	5/12/2025	Asst Dir of SAAS Center	Bratzke SAA Center	FT Professionals	\$	50,000.00
Lawson (	Channing	6/16/2025	Asst Dir, GOATE	Graduate, Online, Adult, & Transfer	FT Professionals	\$	53,000.00
Thomas F	Rylee	7/21/2025	Professional Academic Advisor	Provost and Academic Affairs	FT Professionals	\$	43,358.00
Wajer (	Gabrielle	6/23/2025	Asst Women's Basketball Coach	Basketball-Women	FT Professionals	\$	56,546.00
Hall J	Jacob	7/21/2025	Content Specialist	Communications and Brand Managem	FT Professionals	\$	40,000.00
King A	Ashllyn	7/28/2025	Assistant Volleyball Coach	Volleyball	FT Professionals	\$	43,000.00
Green I	Laramie	6/23/2025	Project Manager	Facilities Administration	FT Professionals	\$	61,000.00
McClain I	Isaac	5/1/2025	Assistant Football Coach	Football	FT Professionals	\$	40,000.00
Garrett \	Winter	7/21/2025	Model Substitute	Model Laboratory School	PT Faculty	\$	-
Otis I	Lisa	5/31/2025	Clinical Faculty	School of Nursing	PT Faculty	\$	65,000.00
Starwalt	Tara	6/30/2025	PT Faculty - Online	Summer School Term-Online	PT Faculty	\$	5,000.00
Rice	Sherri	7/15/2025	Temporary Specialist Exempt	Clinical Therapeutic Programs	PT Faculty	\$	2,759.00
Spradlin (	Opal	7/30/2025	Part time Intermit Pay Ex	Teacher Ed Srv/ProfesLabExperiences	PT Faculty	\$	-
Wilson J	James	5/31/2025	Assistant Professor	Aviation	PT Faculty	\$	75,596.88
Sullivan \	William	6/30/2025	Associate Professor	Dept of Safety & Security	PT Faculty	\$	82,978.22
Kennedy 1	Michael	5/31/2025	Visiting Asst Professor	Summer School Term	PT Faculty	\$	45,500.00
Lovins I	Kaitlyn	7/1/2025	PT Faculty - Online	Summer School Term-Online	PT Faculty	\$	3,050.00
Bell	Glynita	6/30/2025	PT Faculty - Online	Summer School Term-Online	PT Faculty	\$	5,000.00
Talbert (	Cheryl	7/31/2025	Summer Faculty Web	Summer School Term-Online	PT Faculty	\$	3,333.00
Hill F	Rhea	5/16/2025	PT Faculty - Online	Summer School Term-Online	PT Faculty	\$	5,000.00
Magness I	Lora	7/31/2025	Summer Faculty Web	Summer School Term-Online	PT Faculty	\$	5,000.00

#### New Hires May 1, 2025-July 31, 2025

Last Name	First Name	New Hire	Position Title	Department	Category	An	nual Salary
Smith	Cassandra	7/15/2025	Seasonal PT Exempt Assigned	Foster Music Camps	PT Hourly Staff	\$	600.00
Neal	Addison	6/23/2025	Arlington Part Time Staff	University Club at Arlington	PT Hourly Staff	\$	286.00
See	Christopher	6/16/2025	Flight Instructor	Class Fees - Aviation	PT Hourly Staff	\$	910.00
Dailey	Liam	6/9/2025	Seasonal Non-Exempt	Student Health Promotion & Educ	PT Hourly Staff	\$	240.50
Wynn	Sarah	7/1/2025	Leave Administrator	Human Resources	PT Hourly Staff	\$	19,760.00
LaVertu	Chloe	6/17/2025	Arlington Part Time Staff	University Club at Arlington	PT Hourly Staff	\$	188.50
Thompson	Kyelan	6/30/2025	Seasonal PT Exempt Assigned	Foster Music Camps	PT Hourly Staff	\$	1,200.00
Wright	Lauren	6/15/2025	Seasonal PT Exempt Assigned	Foster Music Camps	PT Hourly Staff	\$	600.00
Nasrallah	Isabella	6/10/2025	Seasonal Non-Exempt	University Club at Arlington	PT Hourly Staff	\$	286.00
Conley	Katherine	7/31/2025	Arlington Part Time Staff	University Club at Arlington	PT Hourly Staff	\$	312.00
Whitson	Leeann	7/1/2025	Arlington Part Time Staff	University Club at Arlington	PT Hourly Staff	\$	286.00
Murphy	Isabella	6/17/2025	Arlington Part Time Staff	University Club at Arlington	PT Hourly Staff	\$	188.50
Smith	Jesse	6/30/2025	Seasonal PT Exempt Assigned	Foster Music Camps	PT Hourly Staff	\$	1,200.00
Fichetola	Luke	6/9/2025	Seasonal Non-Exempt	Student Health Promotion & Educ	PT Hourly Staff	\$	240.50
Grizzle	Harper	6/30/2025	Seasonal PT Exempt Assigned	Foster Music Camps	PT Hourly Staff	\$	1,200.00
Rose	Emma	6/17/2025	Arlington Part Time Staff	University Club at Arlington	PT Hourly Staff	\$	188.50
Green	Riley	6/2/2025	Seasonal Non-Exempt	University Club at Arlington	PT Hourly Staff	\$	286.00
Fitzpatrick	Cole	7/15/2025	Seasonal PT Exempt Assigned	Foster Music Camps	PT Hourly Staff	\$	400.00
Blevins	Macey	5/26/2025	Seasonal Non-Exempt	University Club at Arlington	PT Hourly Staff	\$	364.00
Burbage	Jalen	7/1/2025	Temporary Specialist Exempt	Football	PT Hourly Staff	\$	16,000.00
Cline	Alexander	7/1/2025	Temporary Specialist Exempt	Football	PT Hourly Staff	\$	16,000.00
Shawhan	Ethan	6/30/2025	Seasonal PT Exempt Assigned	Foster Music Camps	PT Hourly Staff	\$	1,200.00
Grant	James	6/30/2025	Arlington Part Time Staff	University Club at Arlington	PT Hourly Staff	\$	286.00
Summers	Laura	6/30/2025	Seasonal PT Exempt Assigned	Foster Music Camps	PT Hourly Staff	\$	1,000.00
Kiper	Kayden	5/18/2025	Seasonal Non-Exempt	University Club at Arlington	PT Hourly Staff	\$	312.00
Miller	Joan	5/13/2025	Non-Classified	Center for Educator Excellence	PT Hourly Staff	\$	390.00
Jeter	Robert	7/20/2025	Non-Classified	Instruction - CLASS	PT Hourly Staff	\$	780.00
Jackson	Ryan	7/1/2025	Temporary Specialist Exempt	Football	PT Professionals	\$	16,000.00
Erickson	Scott	6/30/2025	Seasonal PT Exempt Assigned	Foster Music Camps	PT Professionals	\$	1,600.00
Tolliver	Bethany	7/15/2025	Seasonal PT Exempt Assigned	Upward Bound Prgm FY26	PT Professionals	\$	2,500.00
Hagen	Mikayla	6/30/2025	Seasonal PT Exempt Assigned	Foster Music Camps	PT Professionals	\$	1,200.00
Ramage	Josiah	7/15/2025	Seasonal PT Exempt Assigned	Music	PT Professionals	\$	800.00
Tucker	Dora	7/15/2025	Seasonal PT Exempt Assigned	Upward Bound Prgm FY26	PT Professionals	\$	2,500.00
Jones	Megan	7/15/2025	Seasonal PT Exempt Assigned	Upward Bound Prgm FY26	PT Professionals	\$	1,000.00
Baskin	Chloe	7/31/2025	Seasonal PT Exempt Assigned	Upward Bound FY25	PT Professionals	\$	3,500.00
Bowers	Fletcher	7/31/2025	Seasonal PT Exempt Assigned	Upward Bound Prgm FY26	PT Professionals	\$	3,500.00
Slone	Preston	7/15/2025	Temporary Specialist Exempt	Foster Music Camps	PT Professionals	\$	1,200.00
Patel	Krishiv	7/31/2025	Seasonal PT Exempt Assigned	Upward Bound Prgm FY26	PT Professionals	\$	3,500.00
Fisk	Kristine	7/10/2025	Model Substitute	Model Laboratory School	PT Professionals	\$	-
Burns	Stella	7/31/2025	Part time Exempt Assigned Pay	Teaching, Learning, & Ed Leadership	PT Professionals	\$	600.00
Rodgerson	Savannah	5/31/2025	Part time Intermit Pay Ex	Appalachian Shakespeare	PT Professionals	\$	100.00
Simpson-Davis	Carol	6/30/2025	Seasonal PT Exempt Assigned	Foster Music Camps	PT Professionals	\$	1,200.00

#### Separations May 1, 2025-July 31, 2025

Last Name	First Name	Separation	Position Title	Department	Category	Anı	nual Salary
Mason	Nicola	6/30/2025	Assistant Dean/Professor	Dean-Educ. & Applied Human Sciences	Admins/Deans	\$	105,359.00
Parker	Julia	6/30/2025	Executive Director, TRC	FY25 UTC Targeted Case Management	Admins/Deans	\$	110,007.00
Czech	Daniel	6/2/2025	Dean, Health Sciences	Dean-Health Sciences	Admins/Deans	\$	166,464.00
Collins	Victoria	6/30/2025	Professor/ Chair	School of Justice Studies	Chairs	\$	106,116.00
Sinnett	Dennis	5/31/2025	Executive Director, Aviation	Aviation	Chairs	\$	134,728.00
Engle	Allen	6/30/2025	Professor	Business - AFIS / MMIB	FT Faculty	\$	128,471.64
Rhodus	Rodney	6/30/2025	Model Lab School Teacher	Model Laboratory School	FT Faculty	\$	76,454.00
Rhodus	Liese	6/30/2025	Model Lab School Teacher	Model Laboratory School	FT Faculty	\$	76,454.00
Matthews	Betsy	5/31/2025	Professor	School of Justice Studies	FT Faculty	\$	83,705.48
Nelson	Lawrence	5/31/2025	Assoc Professor	Music	FT Faculty	\$	58,711.00
Marcum	Karmen	5/31/2025	Model Lab School Teacher	Model Laboratory School	FT Faculty	\$	53,951.00
Spock	Jennifer	6/30/2025	Professor	History, Philosophy & Relig Studies	FT Faculty	\$	72,480.00
Kipp	Anne	6/30/2025	Model Lab School Teacher	Model Lab Elementary School	FT Faculty	\$	66,876.00
Yang	Mengkun	6/30/2025	Professor	Computer Science	FT Faculty	\$	91,000.52
Shannon	Brent	6/30/2025	Associate Professor	English	FT Faculty	\$	55,450.00
Previs	Kathy	6/30/2025	Professor	Communication	FT Faculty	\$	72,598.00
Kohl	Jacqueline	5/31/2025	Senior Lecturer	English	FT Faculty	\$	46,366.00
Queen	Charles	6/30/2025	Model Lab School Psychologist		FT Faculty	\$	62,639.00
Wilson-Yue	Hillary Ann	6/30/2025	Assistant Professor	Emergency Medical Care	FT Faculty	\$	62,861.68
Picklesimer	Jason	5/31/2025	Assistant Professor	Fire Protect&Para-Medicine Sciences	FT Faculty	\$	78,000.00
Privott	Christine	5/31/2025	Professor	Occupational Therapy	FT Faculty	\$	97,663.00
Jacobs	Sarah	5/31/2025	Model Lab School Teacher	Model Laboratory School	FT Faculty	\$	49,223.00
Randolph	Michael	5/31/2025	Sr Lect	Communication	FT Faculty	\$	58,630.00
Tays	Selina	5/31/2025	Model Lab School Teacher	Model Laboratory School	FT Faculty	\$	45,502.00
Lindon	Michael	5/31/2025	Model Lab School Teacher	Model Laboratory School	FT Faculty	\$	46,001.00
Hasan	Fatima	5/15/2025	Asst Prof, Economics & Finance		FT Faculty	\$	9,657.06
Bertram	Sydney	5/31/2025	Model Lab School Teacher	Model Laboratory School	FT Faculty	\$	45,502.00
Zhang	Juan	5/31/2025	Assistant Professor	Business - AFIS / MMIB	FT Faculty	\$	122,288.92
Pilcher	April John	7/31/2025 6/30/2025	Visiting Assistant Professor Assoc Professor	Mathematics & Statistics Communication	FT Faculty FT Faculty	\$ \$	47,000.00 73,838.00
King Cain	John	5/31/2025	Visiting Assistant Professor	Mathematics & Statistics	FT Faculty	э \$	47,430.00
Jones	Katelyn	5/31/2025	Visiting Assistant Professor	Biological Sciences	FT Faculty	э \$	60,000.00
Brock	Hailey	5/31/2025	Visiting Assistant Professor	Dept Amer SL & Interpreter Educat	FT Faculty	φ	48,000.00
Bolanos Aceve	-	5/31/2025	Visiting Assistant Professor	Languages, Cultures & Humanities	FT Faculty	\$	45,000.00
Beck	Emily	7/7/2025	Model Lab School Teacher	Model Laboratory School	FT Faculty	\$	45,502.00
Fan	Foxian	5/31/2025	Assistant Professor	Applied Engineering and Technology	FT Faculty	\$	73,000.00
Chambers	Kent	7/31/2025	Bldg Controls Sys Technician	Utility Systems & Building Climate	FT Hourly Staff	\$	49,497.00
Beckler	Elmer	6/30/2025	Central Stores Supervisor	Central Stores	FT Hourly Staff	\$	38,833.60
Hughes	James	5/31/2025	Audio-Visual Support Tech	Information Technology-Academic	FT Hourly Staff	\$	51,012.00
Howard	Jennifer	6/30/2025	Budget Specialist	Dean-Justice, Safety & Military Sci	FT Hourly Staff	\$	45,708.00
Watson	Lori	6/30/2025	Data Integrity Specialist	FY25 UTC Title IV-E Foster Parent T	FT Hourly Staff	\$	40,930.50
Tincher	Leigh	6/30/2025	Data Integrity Specialist	FY25 UTC Title IV-E Admin Sup - PCP	FT Hourly Staff	\$	37,498.50
Walsh	Brittany	6/30/2025	Data Integrity Specialist	FY25 UTC Div of Child Care/TRIS	FT Hourly Staff	\$	37,498.50
Nelson	Teri	5/31/2025	Program Specialist eCampus	Graduate Studies	FT Hourly Staff	\$	44,889.00
Davis	Nancy	6/30/2025	Prog Specialist, Class	Dean - Letters, Arts & Soc Sciences	FT Hourly Staff	\$	45,474.00
Grider	Teresea	7/24/2025	Administrative Professional I	School of Justice Studies	FT Hourly Staff	\$	37,772.00
Bowling	Brennan	7/18/2025	Flight Line Scheduler	Aviation	FT Hourly Staff	\$	37,752.00
Greenhill	Brittany	6/30/2025	Data Integrity Specialist	FY25 UTC Div of Child Care/TRIS	FT Hourly Staff	\$	34,456.50
Bullins	April	6/30/2025	Data Integrity Specialist	FY25 UTC Targeted Case Management	FT Hourly Staff	\$	48,964.50
Smith	Alexis	6/30/2025	Data Integrity Specialist	FY25 UTC Div of Child Care/TRIS	FT Hourly Staff	\$	41,710.50
Blevins	Joseph	5/9/2025	Coord of Partnership Services	Athletic Sponsorships/Development	FT Hourly Staff	\$	40,813.50
Russell	Meghan	6/30/2025	Data Integrity Analyst	FY25 UTC Div of Child Care/TRIS	FT Hourly Staff	\$	33,735.00
Arion	Whitney	6/2/2025	Dir Player Dev/Video Analysis	Softball	FT Hourly Staff	\$	41,008.50
Irakoze	Kennedy	7/9/2025	Aviation Stud Training Manager	Class Fees - Aviation	FT Hourly Staff	\$	37,016.00
Murphy	Tursa	6/30/2025	Administrative Professional II	FY25 UTC Title IV-E Admin Support	FT Hourly Staff	\$	52,143.00
Cornett	Destiny	5/16/2025	Prog Spec, Ag, Nat Res & Env	Inst of Ag, Natural Res & the Envir	FT Hourly Staff	\$	36,738.00
Cannon	MeKaiya	5/26/2025	Paraeducator II	Model Laboratory School	FT Hourly Staff	\$	30,400.50
Jansen	Christopher	7/9/2025	Grounds Zone Specialist	Utility Systems & Building Climate	FT Hourly Staff	\$	36,534.00

#### Separations May 1, 2025-July 31, 2025

Last Name	First Name	Separation	Position Title	Department	Category	An	nual Salary
Alfaro	Stacey	5/2/2025	Paraeducator	Model Laboratory School	FT Hourly Staff	\$	28,665.00
Sovine	Justin	7/5/2025	Web Developer	Information Tech-Administration	FT Hourly Staff	\$	58,266.00
Wade	Macey	5/28/2025	Communication Content Specia	a FY25 UTC Targeted Case Management	FT Hourly Staff	\$	37,206.00
Frazier	Kyra	6/30/2025	Learng & Development Fac, P&F	P FY25 UTC Targeted Case Management	FT Professionals	\$	61,703.00
Burgess	Douglas	6/30/2025	Learning & Dev Facilitator P&P	FY25 UTC Targeted Case Management	FT Professionals	\$	61,703.00
Stewart	Teresa	6/30/2025	Learng & Development Fac, P&F	P FY25 UTC Targeted Case Management	FT Professionals	\$	61,703.00
Vonnahme	Deborah	6/30/2025	Learng & Development Fac, P&F	P FY25 UTC Targeted Case Management	FT Professionals	\$	61,703.00
Barber	Susan	6/30/2025	Compliance Specialist	FY25 UTC Targeted Case Management	FT Professionals	\$	63,266.00
Halcomb	Mary	6/30/2025	Learng & Development Fac, P&F	P FY25 UTC Targeted Case Management	FT Professionals	\$	61,703.00
Robinson	Melissa	6/30/2025	Regional Learning Specialist	FY25 UTC Targeted Case Management	FT Professionals	\$	45,982.00
Bryant	Jessica	6/30/2025	Programmer Analyst	FY25 UTC Family Preservation (IV-B)	FT Professionals	\$	55,512.00
Sexton	Krisinda	6/30/2025	Learng & Development Fac, FS	FY25 UTC Food Stamp Training	FT Professionals	\$	53,682.00
Mullins	Jennifer	5/31/2025	Administrative Coordinator	Agriculture	FT Professionals	\$	3,006.58
Penix	Samatha	6/30/2025	Regional Learning Specialist	FY25 UTC Targeted Case Management	FT Professionals	\$	43,888.00
Beam	William	6/30/2025	Asst Dir, Learng Fac & Support	FY25 UTC Targeted Case Management	FT Professionals	\$	74,176.00
Newman	Jennifer	6/30/2025	Data Integrity Administrator	FY25 UTC Div of Child Care/TRIS	FT Professionals	\$	66,175.00
Johnson	Carmin	6/30/2025	Asst Dir, TRC Programs	FY25 UTC Title V Rehabilitation	FT Professionals	\$	63,485.00
King	Stephanie	5/31/2025	Business Analyst	Information Tech-Administration	FT Professionals	\$	57,057.00
Miller	Jennifer	7/31/2025	Academic Advisor	Dean-Science, Tech, Eng & Math	FT Professionals	\$	48,304.00
Kirby	Julia	6/13/2025	- ·	PFY25 UTC Targeted Case Management	FT Professionals	\$	57,384.00
Martin	Lucy	7/31/2025		Dean-Justice, Safety & Military Sci	FT Professionals	\$	52,519.00
Eslinger	Stephan	6/30/2025	Regional Learning Specialist	FY25 UTC Targeted Case Management	FT Professionals	\$	49,198.00
Wicker	Robin	6/30/2025	Regional Learning Specialist	FY25 UTC Targeted Case Management	FT Professionals	\$	48,962.00
James	Harriet	6/30/2025	Regional Learning Specialist	FY25 UTC Medical Assistance	FT Professionals	\$	43,888.00
DeLuca	Donald -	6/30/2025	Associate Director, HRIS & AAP	Human Resources	FT Professionals	\$	78,113.00
Clark	Tamara 	6/30/2025	Assoc Dir, TRC Financial Opr	FY25 UTC Targeted Case Management	FT Professionals	\$	84,526.00
Fultz	Angela	6/30/2025		y FY25 UTC Targeted Case Management	FT Professionals	\$	75,660.00
Lane	Mary	6/30/2025	Learng & Development Fac, FS	FY25 UTC Food Stamp Training	FT Professionals	\$	55,533.00
Burdette	Angela	6/13/2025	Data Integrity Analyst	FY25 UTC Title V Rehabilitation	FT Professionals	\$	48,785.00
Stair	Seth	6/30/2025	Senior eLearning Specialist	FY25 UTC Targeted Case Management	FT Professionals	\$	52,451.00
Duerson	Jeremiah	5/16/2025		Information Tech-Administration	FT Professionals	\$	102,000.00
Mercer	Amanda	5/30/2025		r FY25 UTC Targeted Case Management	FT Professionals	\$	49,980.00
Roberts	Valerie	6/30/2025	Learng & Development Fac, FS		FT Professionals	\$	49,980.00
Lawhorn	Matthew	6/30/2025	Learng & Development Fac, FS		FT Professionals	\$	57,385.00
Trent	Cynthia	6/30/2025		P FY25 UTC Targeted Case Management	FT Professionals	<b>\$</b>	61,703.00
Jackson	Tyesha	5/2/2025	Coord, Student Engagement	Provost and Academic Affairs	FT Professionals	\$	46,818.00
Cooley	Lindsey	6/30/2025		FY25 UTC Food Stamp Training	FT Professionals	\$	49,980.00
Krahenbuhl	Jeanna	6/30/2025	Learng & Development Fac, FS		FT Professionals	\$	48,129.00
Mathre	Martha	6/30/2025		P FY25 UTC Targeted Case Management	FT Professionals	\$	56,459.00
Musser	Holly Brian	6/13/2025 6/30/2025	Assoc Director, TRC Programs	FY25 UTC Targeted Case Management FY25 UTC Family Preservation (IV-B)	FT Professionals FT Professionals	\$	73,378.00 49,019.00
Kilburn Reusch	Allison	7/2/2025	Programmer Analyst Employr Recruit/Engage Coord	EKU Online Marketing	FT Professionals	\$ \$	51,444.00
Conder	Derrick	7/17/2025		Information Tech-Administration	FT Professionals	φ \$	83,640.00
Johnson	Jennifer	6/30/2025	Regional Learning Specialist	FY25 UTC Targeted Case Management	FT Professionals	\$	43,888.00
Albin	Courtney	6/30/2025	Learng & Development Fac, FS	FY25 UTC Medical Assistance	FT Professionals	\$	45,353.00
Jordan	Kendra	6/30/2025	Principal Software Engineer	UTC FY24 Division of Child Care/TRIS	FT Professionals	\$	62,918.00
Pack	Neal	5/30/2025	Learng & Develop Designer, FS	FY25 UTC TANF Training	FT Professionals	\$	58,310.00
Cress	Vivian	6/30/2025	Data Integrity Analyst	FY25 UTC Title IV-E Foster Parent T	FT Professionals	\$	51,304.00
Blackaby	Lee	6/30/2025	Learng & Development Fac, FS		FT Professionals	\$	61,703.00
Shelton	Michael	6/30/2025		P FY25 UTC Targeted Case Management	FT Professionals	\$	54,608.00
Cook	Rachel	6/5/2025	Academic Advisor	EKU NOVA FY25	FT Professionals	\$	45,000.00
Fritz	Henry	6/30/2025	Software Architect	FY25 UTC Targeted Case Management	FT Professionals	\$	68,824.00
Carman	Carrie	6/30/2025	Learng & Development Fac, FS	FY25 UTC Div of Child Care/TRIS	FT Professionals	\$	50,906.00
Williams	Barbara	6/30/2025	Learng & Development Fac, FS	FY25 UTC Food Stamp Training	FT Professionals	\$	53,682.00
Thompson	Cindy	6/30/2025	Learng & Development Fac, FS	FY25 UTC Medical Assistance	FT Professionals	\$	61,703.00
Harris	Kassondra	5/30/2025	Learng & Development Fac, FS	FY25 UTC Food Stamp Training	FT Professionals	\$	56,459.00
DeGrant	Curtis	6/12/2025	Coord of Stu Life, Involvement	(SL) Student Life General	FT Professionals	\$	43,888.00
Bashford	Sarah	5/5/2025	Content Specialist	Communications and Brand Management	FT Professionals	\$	44,738.00
			•				

#### Separations May 1, 2025-July 31, 2025

Last Name	First Name	Separation	Position Title	Department	Category	An	nual Salary
Copley	Andrea	6/30/2025	Learning & Dev Facilitator, FS	FY25 UTC Food Stamp Training	FT Professionals	\$	49,980.00
Adams	Julianna	6/30/2025	eLearning Specialist	FY25 UTC Targeted Case Management	FT Professionals	\$	43,888.00
Younger	Christopher	6/30/2025	Oprtns Speclst, Outrch & Engm	n Conferencing & Events Admin	FT Professionals	\$	45,900.00
Johnson	Jennifer	6/30/2025	Learng & Development Fac, FS	FY25 UTC Medical Assistance	FT Professionals	\$	55,533.00
Rigdon	Sydney	6/6/2025	Residence Hall Coordinator	North Residence Hall	FT Professionals	\$	43,894.50
Montgomery	Aidan	5/16/2025	Systems & Processing Official	Enrollment Systems	FT Professionals	\$	35,568.00
Yin	Peter	6/30/2025	Programmer Analyst	FY25 UTC Targeted Case Management	FT Professionals	\$	49,029.00
Bishop	Bryan	6/30/2025	Asst Dir, Technology Services	FY25 UTC Targeted Case Management	FT Professionals	\$	76,938.00
Vincent	Katrina	6/30/2025	Learng & Development Fac, FS	FY25 UTC Food Stamp Training	FT Professionals	\$	46,278.00
Lewis	Taylor	6/17/2025	Mgr, Hospitality & Events	Conferencing & Events	FT Professionals	\$	45,900.00
Mountain	Lauren	6/2/2025	Exec Director, Residence Life	University Housing	FT Professionals	\$	104,040.00
Schultz	Thomas	5/19/2025	Director of Athletic Equip Ops	Football	FT Professionals	\$	55,080.00
Jones	Walter	6/30/2025	Head Baseball Coach	Baseball	FT Professionals	\$	118,000.00
Feimer	Tiffany	6/30/2025	Assistant Director, eLearning	FY25 UTC Targeted Case Management	FT Professionals	\$	62,016.00
Bowen	Bryant	6/17/2025	Director of Player Development		FT Professionals	\$	44,133.00
Acevedo	Daniela	6/13/2025	Outreach Coordinator	SVP Student Success, Op & Engage	FT Professionals	\$	44,880.00
Davis	Jonathan	6/17/2025	Assistant Baseball Coach	Baseball	FT Professionals	\$	44,133.00
Ream	Douglas	5/17/2025	Asst Dir, Competitive Sports	Campus Recreation Center	FT Professionals	\$	51,000.00
Huffman	Jessica	6/13/2025	Learng & Development Fac, P&I	P FY25 UTC Targeted Case Management	FT Professionals	\$	43,888.00
Ryan	Veronica	6/2/2025	Asst Women's Basketball Coac		FT Professionals	\$	65,546.00
Boudreau	Page	5/31/2025	Digital Marketing Strategist	EKU Online Marketing	FT Professionals	\$	5,543.88
Baird	Cassidy	7/17/2025	Assistant Volleyball Coach	Volleyball	FT Professionals	\$	47,755.00
Gaither	Ashley	5/2/2025	Marketing Strategist	EKU Online Marketing	FT Professionals	\$	51,000.00
Rainwater	Sarah	6/17/2025	Asst Coach & Dir, Softball Ops	Softball	FT Professionals	\$	30,612.00
Kelly	Raven	6/30/2025	Learng & Development Fac, P&I	P FY25 UTC Targeted Case Management	FT Professionals	\$	43,888.00
Crabtree	Joseph	6/30/2025		P FY25 UTC Targeted Case Management	FT Professionals	\$	53,536.00
Versluys	Daniel	6/17/2025		Student Financial Assistance-Admin	FT Professionals	\$	43,888.00
Vigue	Austin	5/2/2025	Enrollment Counselor	Adult, Testing and Transfer Center	FT Professionals	\$	45,000.00
Teevens	Peyton	6/30/2025	Coord, Competitive Sports	Campus Recreation Center	FT Professionals	\$	43,888.00
Beck	Allen	6/17/2025	Assistant Baseball Coach	Baseball	FT Professionals	\$	65,000.00
Fryia	Corey	7/17/2025	Web Content Specialist	Information Tech-Administration	FT Professionals	\$	51,000.00
Wine	Robert	7/15/2025	Senior Programmer	Workforce Education	PT Professionals	\$	63,485.00
Benjamin	Remon	5/31/2025	PT Faculty-On Campus	Instruct-Science, Tech, Eng & Math	PT Faculty	\$	2,037.60
Wade	Cindy	6/30/2025	Learng & Development Fac, FS	FY25 UTC Medical Assistance	PT Hourly Staff	\$	823.16
Godsey	Jana	6/30/2025	TRIS Data Integrity Analyst	FY25 UTC Targeted Case Management	PT Hourly Staff	\$	731.64
Foster	Anita	6/30/2025	Contracts Support Specialist	FY25 UTC Targeted Case Management	PT Hourly Staff	\$	577.72
Davis	Melissa	6/30/2025	Data Integrity Analyst	FY25 UTC Div of Child Care/TRIS	PT Hourly Staff	\$	746.46
Elkins	Betty	6/30/2025	21st CCLC Monitor	21st Century CLC FY25	PT Hourly Staff	\$	541.58
Thornsberry	Kaylee	7/1/2025	Game Operations Staff	Athletic Facilities/Game Operations	PT Hourly Staff	\$	390.00
Hetata	Adam	7/29/2025	Flight Instructor- Pilot II	Class Fees - Aviation	PT Hourly Staff	\$	780.00
Bell	Andrew	7/31/2025	Athletics Equipment Specialist		PT Hourly Staff	\$	433.42
Harlan	Luke	6/23/2025	Flight Instructor Pilot III	Class Fees - Aviation	PT Hourly Staff	\$	910.00
Euston	John	5/5/2025	Flight Instructor Pilot III	Class Fees - Aviation	PT Hourly Staff	\$	910.00
Washington	Dawn	6/30/2025	Data Integrity Specialist	FY25 UTC Div of Child Care/TRIS	PT Hourly Staff	\$	545.74
Siler	Claire	7/1/2025	Game Ops	Athletic Facilities/Game Operations	PT Hourly Staff	\$	390.00
Jurosic	Brianna	6/21/2025	Lead Server	University Club at Arlington	PT Hourly Staff	\$	260.00
Kettenring	Holden	7/1/2025	Game Ops	Athletic Facilities/Game Operations	PT Hourly Staff	\$	390.00
Savage	William	7/12/2025	Lifeguard	University Club at Arlington	PT Hourly Staff	\$	286.00
Phe	Om	7/31/2025	Boys Varsity Assistant Soccer C		PT Professionals	\$	1,545.00
			.,			~	_,

#### CURRICULUM AND INSTRUCTION

#### **Grouping of Students**

Model Laboratory School students shall be scheduled in activities appropriate for the furthering of their education and ensuring achievement at high levels throughout the entire school day and year.

Principals shall assign students to classes and programs within the school. The Superintendent shall develop procedures for the assignment of students.

Student class assignments shall comply with applicable state and federal laws, regulations, and policies.

Page 1 of 1 100

LEGAL: HB 48 AMENDS KRS 156.095 REQUIRING DISTRICTS TO IMPLEMENT A FOUR (4) YEAR RECURRING PROFESSIONAL DEVELOPMENT TRAINING SCHEDULE THAT INCLUDES ALL REQUIRED PROFESSIONAL DEVELOPMENT TRAININGS, AND THAT ALL CERTIFIED SCHOOL EMPLOYEES COMPLETE DESIGNATED TRAININGS WITHIN TWELVE (12) MONTHS OF INITIAL HIRE AND AT LEAST ONCE EVERY FOUR (4) YEARS THEREAFTER. THE KENTUCKY DEPARTMENT OF EDUCATION SHALL CREATE THE TRAINING SCHEDULE BY AUGUST 1, 2025. FINANCIAL IMPLICATIONS: NONE ANTICIPATED

PERSONNEL 03.19

PERSONNEL 03.19

- VOLUME 12-
- FACULTY -

#### **Professional Development**

#### SCHOOL RESPONSIBILITIES

The Kentucky Department of Education (KDE) shall establish, direct and maintain a statewide program of professional development (PD) to improve instruction in the schools. The KDE shall create a four (4) year recurring PD training schedule that includes all PD for certified staff. The School shall implement the PD training schedule created by the KDE. The school shall plan professional development. In addition, each school's PD division plan shall be submitted to the Superintendent/designee for review and comment.

All certified employees shall complete at least one (1) hour of each of the following trainings within twelve (12) months of initial hire and annually thereafter:

- a. How to respond to an active shooter situation training prepared by the Department of Criminal Justice Training in collaboration with the Kentucky Department of Education, the Kentucky Law Enforcement Council, and the Center for School Safety;
- Child abuse and neglect prevention, recognition, and reporting training from the list of trainings approved by the KDE;
- c. Suicide prevention training:
  - 1. High-quality, evidence-based suicide prevention training, including risk factors, warning signs, protective factors, response procedures, referral, postvention, and the recognition of signs and symptoms of possible mental illness.

Postvention means a series of planned supports and interventions with persons affected by a suicide for the purpose of facilitating the grieving or adjustment process, stabilizing the environment, reducing the risk of negative behaviors, and limiting the risk of further suicides through contagion; and

d. Self-study review of seizure disorder materials.

#### EMPLOYEE RESPONSIBILITIES

Unless on leave, employees shall attend staff meetings and earn thirty-six (36) hours annually in activities that enhance professional practice and:

- Aligns with Kentucky Academic Standards in 704 KAR Chapter 8, educator
  effectiveness standards, individual professional growth goals, and school, district, and
  state goals for student achievement;
- Focuses on content and pedagogy, as specified in certification requirements, and other related job-specific performance standards and expectations;
- Occurs among educators who share responsibility for student growth;
- Is facilitated by school and district leaders, including curriculum specialists, principals, instructional coaches, competent and qualified third-party facilitators, mentors, teachers or teacher leaders;
- · Focuses on individual improvement, school improvement, and plan implementation; and
- Is on-going.

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PERSONNEL 03.19 (CONTINUED)

#### **Professional Development**

#### **EMPLOYEE RESPONSIBILITIES (CONTINUED)**

Professional development occurring off-site (including our-of-state) requires the approval of the school PD Coordinator and the Principal/supervisor at least two (2) weeks in advance of the absence.

In addition, out-of-state travel requires University's approval. Forms can be found on the University's website: <a href="https://www.eku.edu/in/guides/travel-guides-checklists/">https://www.eku.edu/in/guides/travel-guides-checklists/</a>,

Employees may be credited with flexible, professional development upon completion and submission of a certificate, the attached professional development form and agenda to the PD Coordinator.

Faculty must develop a professional development plan aligned to the school's strategic plan and individual needs.

#### DOCUMENTATION

The school PD plan shall include the method for evaluating impact on student learning and using evaluation results to improve professional learning.

Documentation of completed professional development, including a written evaluation, shall be required, and must be earned and submitted to the school's PD Coordinator. Professional development may be submitted from the end of the previous school year through the closing day of the current school year. Unless an employee is granted leave under an appropriate policy, failure to complete and document the thirty-six (36) hours of professional development during the academic year shall result in a reduction in salary and may be reflected in the employee's evaluation

#### REFERENCES:

KRS 156.095; KRS 156.492; KRS 156.553 KRS 158.070; KRS 158.645; KRS 158.6451 704 KAR 3:035; 704 KAR 3:325

P. L. 114-95 (Every Student Succeeds Act of 2015)

#### RELATED POLICIES:

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#### Deleted: ACTIVE SHOOTER SITUATIONS

By November 1, annually, a minimum of one (1) hour of training on how to respond to an active shooter situation shall be required for all school employees with job duties requiring direct contact with students. The training shall be provided either in person, by live streaming, or via a video recording prepared by the Kentucky Department of Criminal Justice Training in collaboration with the Kentucky Law Enforcement Council, the Kentucky Department of Education, and the Center for School Safety and may be included in the four (4) days of professional development under KRS 158.070. When a staff member subject to the training requirements of this subsection is initially hired after the training has been provided for the school year, the school shall provide materials on how to respond to an active shooter situation.

#### DRAFT 6/19/2025 REVISED 7/30/2025

#### CURRICULUM AND INSTRUCTION

08.1

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- VOLUME 12-

#### Curriculum

The curriculum in each school shall be designed to achieve the school goals established by KRS 158.645, KRS 158.6451 and competencies. The curriculum shall comply with all applicable state and federal statutes and regulations.

#### WORLD CLASS EDUCATION

Model Lab School aims to equip students with the dispositions, skills, knowledge, and competencies that ensure success in college and in life by providing a world-class education that

- develops future leaders and entrepreneurs
- promotes participation in civic activities as informed citizens
- fosters community through service learning and teamwork
- emphasizes physical and emotional well-being

through a guaranteed and viable curriculum that challenges students to

- design, perform, engineer, innovate, and create
- think critically, creatively, and quantitatively
- apply knowledge and understanding to new and novel situations and contexts
- connect learning within and across disciplines

by engaging in learning opportunities that

- develop persistence through sustained inquiry and capstone projects
- encourage creative solutions to authentic and relevant, real-world problems and issues
- emphasize transferable, transportable sills through practice with feedback
- build lifelong learners, networks, and community through school-wide and shared gradelevel experiences and courses

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**Deleted:** The School guarantees a world-class education for K-12 students through a viable curriculum that:¶ Provide opportunities for students to develop as leaders and entrepreneurs.¶

Develops transferable, transportable skills through practice with feedback.¶
Requires students to think critically, creatively.

computationally, and quantitatively.

Challenges students to develop creative solutions to

authentic and relevant real-world problems.¶
Provides opportunities for students to make crosscurricular and interdisciplinary connections.¶
Provides opportunities for school-wide and grade-level

shared experiences and courses.¶
Emphasizes persistence through sustained inquiry,

Emphasizes persistence through sustained inquiry capstone projects, and presentations.

Develops strong written and oral communicators.

104

08.1 (CONTINUED)

#### Curriculum

#### COMPETENCIES

The School's curricular program for studies shall provide a world-class education that prepares students for college and career by addressing the following competencies, known as *The Model Core*:

#### Inquiry, Communication, and Data Analytics

- Plan and conduct sustained research investigations using appropriate tools and media.
- Read, analyze, and evaluate sources and information in qualitative, non-fiction texts, including primary and secondary sources.
- Analyze and interpret quantitative data and information represented in tables, charts, graphs, maps, and infographics.
- Analyze quantitative data to draw conclusions.
- Represent quantitative data and information visually through tables, charts, graphs, maps, and infographics.
- Develop logical and valid evidence-based written arguments.
- Communicate a perspective using appropriate media to a targeted audience for a particular situation
- Strategically select and employ purposeful rhetorical and correct syntactical choices.

#### **Quantitative and Computational Reasoning**

- Analyze a real-world quantitative problem and determine a method and the tools needed for solving it.
- Translate <u>quantitative</u> information from a single representation or across multiple representations.
- Construct viable quantitative arguments.
- Evaluate the reasoning and validity of a quantitative argument or method.
- Identify and make use of structure and patterns in authentic quantitative contexts.
- Attend to precision, using appropriate notation and quantitative conventions.

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Fosters an inclusive community by promoting diversity and equity.

Fosters community through service (learning) and teamwork

Promotes individual physical and emotional well-being. Builds ability to communicate in a second language and engage in culturally appropriate interactions.

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#### **Curriculum**

#### **COMPETENCIES (CONTINUED)**

#### Scientific Inquiry

- Analyze and explain scientific concepts, processes, and models in real-world contexts.
- · Classify and explain phenomena found in real-world contexts.
- Create visual representations and/or models of scientific concepts and processes.

#### Fitness and Wellness

- Analyze choices and behavior on fitness, physical and mental health, and emotional wellbeing.
- Participate in activities that promote lifelong physical activity and wellness.
- Demonstrate individual strategies and effective teamwork.

#### **Global Communication and Understanding**

- Contextualize and compare perspectives about current issues and events.
- Draw conclusions about political, social, economic, and geographic developments.
- · Analyze geographic patterns and spatial relationships.
- Communicate ideas effectively in written and spoken discourse in a second language to a variety of audiences demonstrating cultural sensitivity and understanding while emulating native speakers.
- Apply effective interpersonal skills appropriate for the social or professional context.

#### Creating, Performing, Designing, and Engineering

- Convey an idea, message, or theme through original works or creations of art (literature, visual art, music, dance, drama).
- Apply theories and principles when creating, performing, designing, or engineering.
- Perform, present, or publish works of art (literature, visual art, music, dance, drama).
- Apply recursive processes that emphasize practice and persistence and that incorporate collaboration, iteration, critique, reflection, and revision.
- Design (products, algorithms, program code, lighting designs, stage sets) to solve a problem or achieve a purpose.

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#### Curriculum

#### COMPETENCIES (CONTINUED)

#### Humanities

- Read/View/Listen to, analyze, and interpret a work of art (literature, music, visual art, drama, dance).
- Explain the historical and cultural significance of a work of art (literature, music, visual art, drama, dance).
- Draw conclusions about historical and cultural developments.

#### Civic Engagement, Entrepreneurship, and Financial Literacy

- Analyze and evaluate economic, financial, and consumer options and choices.
- Apply political and economic theories, perspectives, and models in authentic contexts in order to make sound economic and financial decisions.

#### STUDENTS WITH DISABILITIES

The Board shall operate programs for students with disabilities in accordance with the legal obligations contained in the School's policy and procedures manual relating to such programs.

#### REFERENCES:

KRS 156.160; KRS 156.162; KRS 158.075

KRS 158.183; KRS 158.188

KRS 158.301; KRS 158.302; KRS 158.305; KRS 158.645

KRS 158.6451; KRS 158.6453; KRS 164.380

704 KAR 3:303; 704 KAR 3:305; 704 KAR 3:440

Kentucky Academic Standards

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#### CURRICULUM AND INSTRUCTION

- VOLUME 12-

#### Course of Study

#### DEVELOPMENT

The Superintendent shall develop and disseminate to the schools a course of study for primary school through twelfth grade that will include minimum statutory and regulatory requirements<sup>1</sup> and additional requirements as specified by the Board.

#### ASSESSMENT OF STUDENT WORK / NONDISCRIMINATION

Consistent with School policies addressing assessment of student progress and grading, and policies relating to the determination of curriculum and assignments, instructional staff are expected to issue grades or assessments of student assignments, including in the classroom, based on responsiveness to the assigned task(s), accuracy, and quality of work, utilizing sound pedagogical judgment and providing modifications for students with disabilities as required by law, free from discrimination or penalty based on constitutionally protected expressions of religious or political views in otherwise responsive student submissions.

#### IMPLEMENTATION

Each teacher shall implement the course of study prescribed for the assigned grade and subject area.<sup>2</sup>

#### **SYLLABUS**

Teachers at all levels shall develop a syllabus for each course, grade/level or subject (single and/or interdisciplinary area) they teach to communicate to students and parents the following information:

#### For K-5

- Contact information;
- Overview of the grade, including subjects and general schedule;
- Teacher and contact information;
- Model Core Competencies addressed and assessed;
- Transfer tasks;
- Major topics and timelines;

Resources to be used; and

• Guidelines to when artificial intelligence may/may not be used (optional)

#### For 6 - 12

- Contact information;
- Official description of the course, prerequisites for the course requirements;
- Model Core Competencies;
- Topics to be covered;

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108

08.11 (CONTINUED)

#### Course of Study

#### SYLLABUS (CONTINUED)

- Resources to be used;
- Planned testing points;
- Grading procedures and methods; and
- Use of artificial intelligence, including documented requirements, if applicable (optional),

Each year teachers shall distribute a current syllabus to their students and the students' parents/guardians as directed by the Superintendent/designee.

The Principal/designee shall make pertinent student achievement data available to each teacher and monitor the process of reviewing and updating syllabi in response to such data.

#### RESEARCH/INQUIRY/DESIGN ASSIGNMENTS

Teachers who assign research, inquiry or design projects shall provide instruction in research methods and standards related to intellectual property, especially requirements of EKU Institutional Review Board (IRB).

#### REFERENCES:

<sup>1</sup>704 KAR 3:303 <sup>2</sup>KRS 161.170 KRS 156.160 KRS 158.100; KRS 158.183; KRS 158.645; KRS 158.6451 702 KAR 7:125; 704 KAR 3:305

#### RELATED POLICY

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## EASTERN KENTUCKY UNIVERSITY Board of Regents Bylaws

#### 1. **DEFINITION**

The Board of Regents (hereinafter "Board") of Eastern Kentucky University (hereinafter "University") was created by the Kentucky General Assembly (KRS 164.310) and vested with the power of governance (KRS 164.350). The Board "constitutes a body corporate, with the usual corporate powers and, with all immunities, rights, privileges and franchises usually attaching to the governing bodies of educational institutions" (KRS 164.350).

#### 2. <u>DUTIES</u>

Pursuant to the Kentucky Revised Statutes, the Board is the legal body with specific authority over the University and exercises fiduciary oversight and, as such, shall adopt bylaws, rules and regulations for the governance of its members, officers, agents and employees, which shall reference the member removal and replacement provisions of KRS 63.080, and the Board shall enforce obedience of such bylaws, rules, and regulations. The Board also shall periodically evaluate the University's progress in implementing its missions, goals and objectives to conform to the strategic agenda.

The powers and responsibilities of the Board include the regular review of the University's mission; the establishment of policies and the delegation of appropriate authority and responsibility to the administration, faculty and staff to implement such policies; the hiring and review of the President of the University; defining and addressing any conflict of interest; a fair process for removal of a board member; protecting the University from undue influence by external persons or bodies; and regularly evaluating its responsibilities and expectations. Specific authority and duties include, but are not limited to, the following:

#### A. General Power of Board of Regents (KRS 164.350)

The government of the University is vested in its Board of Regents. The Board of Regents, when its members have been appointed and qualified, shall constitute a body corporate, with the usual corporate powers, and with all immunities, rights, privileges and franchises usually attaching to the governing bodies of educational institutions. The Board may:

- (1) Receive grants of money and expend the same for the use and benefit of the University;
- (2) Require such reports from the president, officers, faculty and employees as it deems necessary and proper, from time to time;
- (3) Determine the number of divisions, departments, bureaus, offices and agencies needed for the successful conduct of the affairs of the University; and

(4) Grant diplomas and confer degrees upon recommendation of the President and faculty.

## B. Appointment and Removal of President, Faculty and Employees (KRS 164.360)

- (1) Each board of regents for the universities shall appoint a president, appoint all faculty members and employees, and fix their compensation and tenure of service. Faculty member and employee appointment and removal decisions may be delegated to the president in accordance with policy adopted by each board of regents.
- (2) No person shall be employed who is related to any member of the Board of Regents.
- (3) Each board may remove the president of the university and the president may remove any faculty member or employee.
- (4) No president or faculty member shall be removed except for cause, which shall include incompetency, neglect of or refusal to perform his or her duty, immoral conduct, or failure to meet college or university performance and productivity requirements as determined in accordance with subsection (5) of this section. A president or faculty member shall not be removed until after thirty (30) days' notice in writing, stating the nature of the charges preferred, and after an opportunity has been given him or her to make defense before the board by counsel or otherwise and to introduce testimony which shall be heard and determined by the board. Charges against a president shall be preferred by the chairperson of the board upon written information furnished to him or her, and charges against a faculty member shall be preferred in writing by the president unless the offense is committed in his or her presence.
- (5) President and faculty member performance and productivity shall be evaluated at least once every four (4) years using a process approved by each board. Failure to meet performance and productivity requirements may result in removal of a president or faculty member regardless of status.
  - a. To comply with KRS 164.360 and KRS 164.321(11), the Board has adopted Policy 1.5.6, Annual Evaluation of the President, which further sets forth the requirements and procedures of the President's evaluations.

#### C. Evaluation of President (KRS 164.321(11))

The Board shall evaluate the President annually. The Board will follow the Presidential Evaluation & Assessment Procedures, which are an addendum to these Bylaws.

## D. Board Has Exclusive Control of Employment, Tenure and Official Relations of Employees (KRS 164.365)

Anything in any statute of the Commonwealth to the contrary notwithstanding, the power over and control of appointments, qualifications, salaries, and compensation payable out of the State Treasury or otherwise, promotions, and official relations of all employees of Eastern Kentucky University shall be under the exclusive jurisdiction of the Board.

#### E. Suspension or Expulsion of Students (KRS 164.370)

The Board of Regents, through the University regulation-making process, has adopted Administrative Regulation 5.1.3, Student Code of Conduct and Disciplinary Procedures, which establishes the University code for student conduct, and which invests a representative committee of designated faculty, staff and students with the power to suspend, expel, or otherwise discipline any student for violating the code for student conduct. In every case of suspension or expulsion of a student from the University or eviction of a student from University housing, the student may appeal to pursuant to the manner and mode of procedure on appeal set forth in the University regulation.

#### F. Practice Schools (KRS 164.380)

The Board of Regents shall operate, maintain, and serve as the fiscal agent for a model and practice school which shall be an educational laboratory school under the supervision of thoroughly trained and certified education professionals for the purpose of piloting and testing kindergarten through high school educational pedagogies, practices, programs, assessments, and innovations to further the educational mission of the Commonwealth.

The model and practice school has specific statutory requirements further set forth in KRS 164.380.

## G. Acquisition and Sale of Property and Disposition of Surplus Property (KRS 164.410)

The Board may purchase or lease land and may receive by any legal mode of conveyance, purchase, or hold property that the Board deems necessary for the purposes of the University, and may build and construct improvements. The Board may also sell or lease its land by any legal mode of conveyance. The Board may exercise powers through the Eminent Domain Act, as further set forth in Kentucky law. The Board shall periodically review the assets of the institution. Any real property acquired shall be held in the name of the Commonwealth for the use and benefit of Eastern Kentucky University. The Board has delegated certain powers to the President for these activities pursuant to Policy 1.5.5, Delegation of Authority.

#### H. Police Departments and Officers Authorized (KRS 164.950)

The Board is authorized to establish a police department and appoint police officers and other employees for the University, to prescribe distinctive uniforms for police officers of said institution, and to designate and operate emergency vehicles. Police officers so appointed shall take an appropriate oath of office, in the form and manner consistent with the Constitution of Kentucky, and shall serve at the pleasure of the Board.

#### I. Board Self-Evaluation

In even numbered years, on a bi-annual basis all appointed and elected members of the Board will participate in a self-evaluation process in December of the review year and will review the results and share a summary of key accomplishments and areas for improvement at the first meeting of the new calendar year.

#### J. Other Authority

The Board may exercise the full extent of authority granted under statute as the same might be modified from time to time.

#### K. Delegation of Authority to the President

The President shall be the Chief Executive Officer of the University, and the Board hereby delegates to the President all such powers, rights, duties and authority that role typically entails for the operation of the University and in compliance with any employment agreement and such policies and regulations as may be adopted by the Board from time to time. The Board has delegated certain powers to the President pursuant to <u>Policy 1.5.5</u>, <u>Delegation of Authority</u>.

#### 3. <u>MEMBERSHIP</u> (KRS 62.010; KRS 63.080; KRS 164.289; KRS 164.321)

The Board consists of eight (8) members appointed by the governor, one (1) member of the University teaching faculty, one (1) member of the University staff, and one (1) member of the University student body.

#### A. Appointed Members

Each member of the Board shall serve for the term appointed and until a successor is appointed and qualified, unless a member is removed by the Governor pursuant to KRS 63.080(2), (3), or (4).

#### **B.** Elected Members

(1) The faculty member shall be a teaching or research member of the faculty of the rank of assistant professor or above, and shall not be any faculty who are evaluated as an academic administrator or the president, vice presidents, academic deans, or academic department chairpersons. The faculty member shall be elected in accordance with the procedures adopted by the Faculty Senate in consultation with University Counsel and by secret ballot of all faculty members of the University of the rank of instructor, assistant professor or above, or librarians holding comparable ranks. Any faculty member excluded from eligibility to serve as the elected faculty member shall likewise be excluded from voting eligibility. The faculty member shall serve for a term of three (3) years, beginning on July 1 and ending on June 30, and until a successor is elected and qualified.

- (2) The faculty member shall be eligible for re-election for a second term of three (3) years, but shall not be eligible to continue to serve as a member of the Board if they cease being a member of the teaching staff of the University. Elections to fill vacancies for the unexpired term shall be in the same manner as provided for the original election. If the vacancy occurs within three (3) months of the term ending, the Faculty Senate Chair shall fill the unexpired term. A member can only be elected to two (2) terms. The faculty member of the Board shall have the right to vote on all matters except that of faculty compensation.
- (3) The non-teaching staff member shall be any full-time staff member excluding the president, vice presidents, academic deans, and academic department chairpersons and members of the teaching and research faculty. The staff member shall represent all non-teaching university employees including, but not limited to, building facilities and clerical personnel. The staff member shall be elected in accordance with the procedures adopted by the Staff Council in consultation with University Counsel by secret ballot by the full-time, non-teaching employees. If an employee has a second assignment or part-time teaching as part of their staff role, that shall not disqualify them from serving or voting. No one eligible to vote in the election for faculty regent may also vote in the election of the non-teaching member. Further, any staff member excluded from eligibility to serve as the elected staff member shall likewise be excluded from voting eligibility.
- (4) The non-teaching staff member shall serve a term of three (3) years, beginning on July 1 and ending on June 30, and until a successor is elected and qualified. The non-teaching personnel shall be eligible for reelection, but shall not be eligible to continue to serve as member of the Board if they cease being an employee of the university. Elections to fill vacancies shall be for the unexpired term in the same manner as provided for the original election. If the vacancy occurs within three (3) months of the term ending, the Staff Council Chair shall fill the unexpired term. A member can only be elected to serve two (2) terms as the non-teaching staff member.
- (5) The student member shall serve a one-year term beginning on July 1 after being elected and sworn in as student body president and ending on the following June 30. If the student member does not maintain the position as student body president or the status as a full-time student at any time during the academic year, a special election shall be held to select a full-time student member. The elected student member shall serve for the remainder of the unexpired term.

#### C. Nepotism (KRS 164.360 and KRS 164.001)

No person shall be employed full-time at an institution where his or her relative serves on the board of regents for that institution. "Relative" is defined as a person's father, mother, brother, sister, husband, wife, son, daughter, aunt, uncle, son-in-law, or daughter-in-law.

#### D. Oath of Office

Each member appointed to the Board shall take the oath of office within thirty (30) days after receiving notice of appointment.

#### E. Removal of Members

- (1) Any Board member may be removed by the Governor for cause as prescribed in KRS 63.080(2) or may be removed and replaced as prescribed in KRS 63.080(3) to meet the proportional representation requirement.
- (2) The Board of Regents, by majority vote, may decide and provide formal notice to a member of the Board and the Council on Postsecondary Education that a member should be removed for cause, as defined in KRS 63.080(2)(d).
- (3) All appointed members of the Board may be removed for cause as prescribed in KRS 63.080(4) if the board is no longer functioning according to its statutory mandate as specific in the enabling statutes applicable to the board, or if the board membership's conduct as a whole constitutes malfeasance, misfeasance, incompetence, or gross neglect of duty, such that the conduct cannot be attributed to any single member or members.
- (4) The inability of the board to hold quarterly meetings, to elect a Chair annually, to establish a quorum, to adopt an annual budget, to set tuition rates, to conduct an annual evaluation of the President of the University, to carry out its primary function to periodically evaluate the University's progress in implementing its mission, goals, and objectives to conform to the strategic agenda, or to otherwise perform its duties under KRS 164.350 shall be cause for the Governor to remove all appointed members of the Board and replace the entire appointed membership pursuant to KRS 63.080(4).

#### F. Emeritus Status

The Board of Regents may bestow the honor of Regent Emeritus or Chair or Vice Chair Emeritus status upon any former or outgoing Board member who has demonstrated continued service, commitment and significant contribution to the University and the University community at such a level to additionally distinguish them. The Board shall recognize that this Emeritus designation is the highest distinction it may bestow upon a former Board member. Therefore, Emeritus consideration and designation shall be done with the utmost consideration of contributions which warrant this extraordinary recognition.

#### 4. **BOARD ORIENTATION**

All appointed and elected members of the Board are required to attend and complete a state-level and university-level orientation and education program, as prescribed under KRS 164.020, as a condition of their service and eligibility for appointment or election to a second term. (KRS 164.321(9)).

#### 5. <u>CONFLICT OF INTEREST</u>

No member of the Board shall have an interest in any contract with a state university unless such contract shall have been subjected to competitive bidding in compliance with KRS Chapter 45A, unless such trustee or regent shall have been the lowest bidder and unless such

trustee or regent shall have first notified in writing the remaining members of the board, and to the newspaper having the largest circulation in the county in which the state university is located, of his intention to bid on such contract. (KRS 45A.340(7)).

No member of the Board shall draw any salary for their services, but may be reimbursed for necessary expenditures made, except a member who resides outside the Commonwealth shall not be reimbursed for out-of-state travel. (KRS 164.330).

#### 6. OFFICERS

The Board shall elect a Chair, Vice Chair, and Secretary.

The Chair must be elected not less than annually (KRS 164.321) at the first meeting of the Board during each calendar year. The Chair shall serve not more than four (4) consecutive one year terms and must have served as a member of the Board for at least two (2) years prior to election to such office.

The Vice Chair and the Secretary must be elected at the first meeting of the Board during each calendar year and following the Governor's appointment of a new Board member. The Secretary shall maintain all records and reports of the Board and a journal of Board proceedings. Provided, however, the Secretary may designate the Office of the University Counsel as the custodian of record.

The Board appoints a Treasurer; however, no member of the Board may serve as Treasurer. (KRS 164.330).

#### 7. **COMMITTEES**

Members of the following committees are to be appointed by the Chair of the Board of Regents. In making these appointments, the Chair shall appoint a chair of each committee, with the exception of the Executive Committee, which shall be chaired by the Chair of the Board. In each area of assigned responsibility, the appropriate committee is charged with presenting reports and recommendations to the full Board; except in the case of ad hoc committees established by the Chair and explicitly empowered to act on behalf of the Board. The action or recommendation of any committee shall be reported to the Board at its next regularly scheduled meeting. Each committee is empowered to call upon the members of the University community for support or input to the committee's works and should coordinate requests for such support and input through the Office of the President. The Chair of the Board may appoint, on an as needed basis, other ad hoc committees of the Board with directions to undertake such functions and responsibilities as the Chair shall determine. Such appointment of ad hoc committees shall not require approval of the Board. The Chair serves as an ex-officio member of every committee.

#### A. Executive Committee

The Executive Committee shall be comprised of five (5) board members. The Chair and Vice Chair of the Board of Regents, and the chair of the Finance and Administration Committee

and the Audit and Compliance Committee shall be members of the Executive Committee. The Board shall elect the remaining members to serve and in the event that the Vice Chair also serves as a Committee Chair, the Board shall elect the remaining committee member(s). The Chair of the Board of Regents will also serve as Chair of the Executive Committee. Functions of the Executive Committee include:

- (1) Review and approval of academic and support service programs and proposals which have bearing on the quality of the educational programs and services;
- (2) Review and approval of the President's recommendations based on the Report of the Council on Academic Affairs, with particular concern for the quality of educational programs and services;
- (3) Review and approval of recommendations for recipients of honorary degrees from members of the University community;
- (4) Assist the President, as necessary, in the relationships of the institution with the various agencies of local, state, and federal government;
  - (6) Develop, direct and approve the University's strategic plan;
  - (7) Review and approval of any University-wide plan prior to submission to the Council on Postsecondary Education;
  - (8) Review and approve all academic and administrative policies as recommended by the University administration;
  - (9) Review and report to the Board the assets owned by the University;
- (9) Perform other duties as may be assigned, from time to time, by the Board of Regents and/or the Chair; and
- (10) Possesses the same powers as the Board of Regents during the periods between meetings of the full Board of Regents.

#### **B.** Finance and Administration Committee

The Finance and Administration Committee shall be comprised of a chair and at least three (3) other members of the Board. The Finance and Administration Committee shall meet at least two times in each calendar year; once to review the proposed Operating Budget prior to its submission to the Board, and once upon the call of the Committee Chair. Notwithstanding the foregoing, the Committee Chair may call additional meetings if the business of the Committee so requires.

Functions of the Committee include:

- (1) Receive regular reports on the financial affairs of the University from the President and Treasurer and advising the full Board of the nature of these reports;
- (2) Provide input on behalf of the Board of Regents into the determination of strategic planning goals and strategic directions; review those goals and directions prior to their submission to the Board of Regents and consult with the President on the proposed allocation of resources intended to fulfill the objectives of the strategic plan prior to development of an annual operating budget for the University;
- (3) Review of long-range plans, priorities, and fiscal resources of the University prior to presentation of biennial budget requests to the Commonwealth of Kentucky and of the annual operating budget to Board of Regents;
  - (4) Review only of the regular and periodic reports from the University Foundation;
- (5) Review and approve plans for the general management of the endowment funds of the University;
  - (6) Receive reports on the University's progress on performance-based funding;
- (7) Consider other honors which the institution might, from time-to-time, bestow, including the naming of facilities for individuals and other forms of special recognition; and,
- (8) Perform other duties as may be assigned, from time to time, by the Board of Regents and/or the Chair.

#### C. Audit and Compliance Committee

The Audit and Compliance Committee shall be comprised of a chair and at least three (3) other members of the Board. No Committee member shall be a faculty, staff or student to avoid the real or perceived conflict of interest, and each member shall be financially literate. The Audit and Compliance Committee shall meet at least twice annually unless scheduled to meet more often by the Chair of the Committee. At least one member shall be designated as the "financial expert."

The responsibilities of the Audit and Compliance Committee are broadly summarized as follows:

- (1) Monitor the effectiveness of management's system of internal control to prevent and detect fraud;
- (2) Ensure open communications among management, internal auditors, external auditors, and the Board;

- (3) Recommend to the Board the certified public accountants to be contracted to serve as independent auditor and the scope of their annual audit and approve any services other than audit and audit-related services provided by the certified public accountants;
- (4) Discuss the annual audit report and other external audit issues with the certified public accountants as required by relevant professional standards;
  - (5) Present the annual financial audit to the full Board;
- (6) Review the annual internal audit plan and discuss the extent to which it addresses high risk areas with the Director of Internal Audit. Solicit feedback from management on specific internal audit findings or issues as deemed necessary by the Audit and Compliance Committee;
- (7) Review and submit the Internal Audit Charter to the Board for approval on a routine basis to include changes needed to ensure that the audit function is complying with professional standards and best practices as well as addressing emerging audit issues;
- (8) Provide oversight as needed to ensure that the compliance and ethics program effectively prevents and detects instances of noncompliance by employees and officers of the University;
- (9) Assess the effectiveness of management's system for receiving and resolving allegations pertaining to non-compliance with law, policy, and procedure;
- (10) Perform other duties as may be assigned, from time to time, by the Board of Regents and/or the Chair.

#### 8. MEETINGS

- A. The Board shall meet at least quarterly at the University or at such other place as is agreed upon as required by KRS 164.340. The dates of any regular meetings may be changed at the discretion of the Chair of the Board, subject to compliance with KRS 164.340. The Board shall also meet within thirty (30) days of the appointment of a new member. (KRS 164.330). The Board shall adopt a schedule of its regular meetings at the last meeting of the calendar year.
- **B.** Upon written request of the President of the University, of two (2) members of the Board, or as the presiding officer, the Chair of the Board shall call a special meeting at a place designated by the Chair, and the Board may at such special meeting transact any or all business that it may transact at a regular meeting. A majority of the members of the Board shall constitute a quorum for the transaction of business, but no appropriation of money or any contract that requires an appropriation or disbursement of money shall be made, or no teacher employed or dismissed, unless a majority of all the members of the Board vote for it. (KRS 164.340).
- C. As provided under Kentucky law, the Board may call an emergency special meeting.

- **D.** Except when the Board has authorized a member or a committee to act on its behalf for a specific purpose, Board action must result from a decision of the whole. When a member or committee has been empowered to act for the Board, such action shall be reported at the next regular meeting of the Board for confirmation by the Board and recorded in the minutes.
- E. The Board shall meet once per calendar quarter. Prior to each quarterly and special Board meeting, the President and/or Chair of the Board shall decide what shall be placed on the Consent Agenda. The following items will not be placed on the Consent Agenda: Audit (KRS 164.350); Budget and budget guidelines (KRS 164.350); acquisition and sale of property (KRS 164.410); and, recommendations for Promotion and Tenure (KRS 164.360).
- **F.** The Agenda, including Consent Agenda, will be sent to all members a minimum of seven (7) days before the meeting. Any individual Board member shall have the right to remove any item from the Consent Agenda and place it on the Agenda for separate consideration by the Board.
- **G.** The meetings of the Board and of all Board committees are considered as open meetings of a public agency as defined in KRS 61.805 and are subject to provisions of KRS 61.800 through 61.850 inclusive.
- **H.** Meetings of the Board and of all Board committees will be conducted in conformance with the following provisions and procedures:
  - (1) A majority of the members of the Board constitutes a quorum.
  - (2) Routine Board action is taken by a voice vote, but a roll call will be taken on matters involving appropriations and disbursements of money, the granting of tenure, and dismissal of personnel. Actions requiring roll call votes require affirmative votes from a majority of the membership. A roll call may be requested by any Board member on other items of business.
  - (3) All meetings shall be conducted in general accordance with Robert's Rules of Order.
  - (4) The Board will conduct closed sessions from time to time as necessary and in accordance with state law, KRS 61.800 et seq.

#### 9. **RECORDS OF THE BOARD (KRS 61.835, KRS 61.870 – 61.884, KRS 164.450),**

For purposes of the Kentucky Open Records Act, the Secretary of the Board is the official custodian of the records of the Board. The Secretary of the Board, or their designee, shall keep and prepare all records, books and papers belonging to the Board and shall keep a journal of the proceedings of the Board. The minutes of action taken at every meeting of the Board, setting forth an accurate record of votes and actions at such meetings, shall be promptly recorded and such records shall be open to public inspection at reasonable times no later than immediately following the next meeting of the body.

#### 10. <u>COMMUNICATIONS</u>

All communication by members of the University Community to the Board shall be transmitted through the Office of the President or as assigned by the President. While individual Board members may speak as to their opinion as an individual member, all official statements on behalf of the Board shall be issued by the Board Chair.

#### 11. <u>AMENDMENTS TO BYLAWS</u>

These bylaws may be changed or amended at any meeting of the Board of Regents by a two-thirds vote of those present, provided notice of the substance of the proposed amendment is sent to all members at least fourteen (14) days before the meeting.



#### **Chairman Michael Eaves**

Board of Regents Eastern Kentucky University Richmond, KY, 40475

September 10, 2025

**MEMORANDUM** 

RE: Approval of Reappointment of EKU Representatives to the Madison County Airport Board

Chairman Michael Eaves,

I hereby recommend to the Eastern Kentucky University ("EKU") Board of Regents the approval of the reappointment of Dr. Tim Ross, Senior Executive Director of Partnerships & Center for Aviation, and Colleen Chaney, Chief of Staff and Chief Communications Officer, to a new four-year term on the Madison County Airport Board.

One Eastern,

David T. McFaddin, Ed. D

President

Eastern Kentucky University



#### **Campus Operations**

1136 VanHoose Drive, Gentry Building Eastern Kentucky University Richmond, KY, 40475

September 9, 2025

#### **MEMORANDUM**

RE: Surplus of the McKinney Skills tower (4463 Kit Carson Drive) and the Garage/Shed (4465 Kit Carson Drive)

Eastern Kentucky University requests Board approval to surplus the McKinney Skills tower (4463 Kit Carson Drive) and the Garage/Shed (4465 Kit Carson Drive).

Summary statement for the McKinney Skills tower (4463 Kit Carson Drive) and the Garage/Shed (4465 Kit Carson Drive):

The McKinney Skills Tower, located at 4463 Kit Carson Drive, and the associated Garage/Shed structure at 4465 Kit Carson Drive, are no longer required to support current or future instructional, operational, or training needs of the university. The land occupied by these structures is being repurposed for the construction of the new Model Laboratory School.

The Skills Tower was originally constructed to support training needs that have since been discontinued by the university. The Garage/Shed was used for ancillary storage and support but no longer aligns with current space utilization strategies in this area of campus.

It is the recommendation that the Board of Regents approve the demolition of these surplus structures.

### I. Proposed Asset Preservation Projects, 2024-2026 Authorization – Multiple Projects

#### II. Issue

The Eastern Kentucky University Board of Regents must approve Asset Preservation Capital Projects for the fiscal year 2026 Asset Preservation appropriation.

#### III. Background and Process

The Council on Postsecondary Education (CPE) updated prior biennial guidance for new submission and approval of Asset Preservation Projects. In accordance with these Asset Preservation Pool Guidelines, the University has identified additional Asset Preservation Capital Project authorizations for fiscal year 2026. Most of these authorizations utilize a portion of the fiscal year 2026 appropriation to increase prior project titles that will require these additional resources to initiate and complete additional deferred maintenance projects.

Please see the attached schedule of proposed Asset Preservation Capital Projects per KRS 45.750(1)(f)(1) and the 2024 Kentucky Acts Chapter 175.

#### IV. President's Recommendation

It is the President's recommendation that the Board of Regents approve the proposed Asset Preservation Capital Projects attached.

# Eastern Kentucky University Proposed Asset Preservation Capital Projects Projects - Main and Regional Campuses

New Project - South Hall Mechanical Room Repairs and Boilers	\$ 1,000,000
New Project - Clay Hall Roof Replacement	\$ 1,000,000
New Project - Combs Building Exterior Renovation	\$ 2,000,000
New Project - Walin Engineering Modifications	\$ 1,300,000
New Project - Telford Boilers	\$ 1,000,000
New Project - Interior Renovations - multiple locations	\$ 1,000,000
Total:	\$ 7,300,000



University Policy: 1.5.5POL

Responsible Office(s): University Counsel

Effective: February 19, 2025

Next Review Date: Spring 2030

**University Policy: 1.5.6POL** 

#### **Annual Evaluation of the President**

#### Statement

The University Board of Regents (the Board) is charged with reviewing the President of the University pursuant to KRS 164.360(5) using a process approved by the Board. The Board can also be removed for failing to conduct an annual evaluation of the President pursuant to KRS 164.321(11). Additionally, the Southern Association of Colleges and Schools Commission on Colleges (SACSCOC) requires the Board to regularly evaluate the President, and best practices recommended by the Association of Governing Boards of Universities and Colleges (AGB) note that the Board is empowered and entrusted with evaluating the University's progress in implementing its missions, goals, and objectives to align with the institution's strategic agenda. To that end, the University's President (also known as the Chief Executive Officer) shall be held accountable for the status of the University's progress in these areas.

It shall be the policy of the Board to review the performance of the President on a fouryear cycle. In years 1 - 3, the Chair of the Board and the President will have an annual performance discussion. In year 4, the Board will conduct a comprehensive performance review of the President.

The purpose of a fourth-year comprehensive assessment is to provide the President with support and feedback on performance by identifying areas of strength and opportunities for further professional development or focus. These assessments will evaluate the President's performance in leading the institution; encourage communication between the Board and the President regarding expectations, goals, and accomplishments; identify future challenges and opportunities for the President and Board; and maintain accountability.

Ultimately, the Board's evaluation of the President will be guided by mutually agreedupon goals with the President that are focused on areas such as leadership, student success, faculty and staff development, fiscal management, stakeholder relations, fundraising, and maintaining or enhancing the University's reputation. The Board may consider stakeholder input guided by the principles of leadership, communication, administration, development, and relationships in conducting its reviews.

#### **Procedures**

I. The President shall undergo a performance review by the Board annually. The President shall be comprehensively reviewed by the Board every fourth year. The Board shall periodically review and revise its procedures for evaluation as necessary in light of best practices, or as required by law or regulation. The review process is not intended as a substitute for regular, ongoing communication about progress toward goals between the President and the Board.

#### II. Establishment Goals and Objectives

- a. On or before July 1 of each academic year, the President shall propose and the Board Chair shall review and, if appropriate, approve the President's goals and objectives, both for the President and the University, for the upcoming academic year. Such goals and objectives shall be specific and measurable to the extent reasonably practicable.
- b. If approved by the Board Chair, the list of goals and objectives shall be communicated to the Board.
- c. As soon as reasonably practicable after the end of each academic year, the President shall prepare and submit to the Board Chair the President's self-assessment, reflecting on achievements during the previous academic year, including an assessment of those goals and objectives prepared for the previous academic year, or as further outlined in the President's employment contract

#### III. Annual Review Process

a. In years one (1) through three (3), the President and the Board Chair shall have a performance discussion for the Chair of the Board to review the President's performance for the prior year on behalf of the Board based upon the established goals and objectives for the year. The Chair may discuss with the President any feedback he has received from the Board during the year. The Chair and the President shall sign a Proof of Completion form each year.

#### IV. Comprehensive Performance Review

a. At year four (4), on a rotating basis, the Board shall comprehensively evaluate the President on performance and productivity metrics in a survey method adopted by the Board. The Board shall provide an opportunity for input from the full-time faculty and staff and the membership of the Student Government Association student-led branches (Student Senate, Campus Activities Board, and Student Court) through completion of the survey instrument adopted by the Board.

- i. The University Office of Institutional Effectiveness and Research or an independent consultant will be responsible for distributing the survey instrument on behalf of the Board.
- ii. The results of the input of the Constituent Groups will be reported directly to the Board.
- iii. The members of the full Board shall perform a fourth year performance evaluation of the President at the end of the academic year, with support from the University Office of Institutional Effectiveness and Research or an independent consultant on an instrument approved by the Board
- iv. The Board Chair or his/her designee and the President shall meet annually to discuss the results of the Board's evaluation.
- v. A summary of the President's review, which shall serve as the official review, shall be presented to the Board at a regularly scheduled Board meeting.

#### Statutory or Regulatory References

KRS 164.321 KRS 164.350 KRS 164.360 SACSCOC Standard 4.2.c

#### Regulation Adoption Review and Approval

<u>Date</u> <u>Entity</u> <u>Action</u>

February 19, 2025 Board of Regents Adopted

Office of Development and Alumni Engagement Coates CPO 19 521 Lancaster Avenue Richmond, KY 40475 (859) 622-4483

DATE: September 9, 2025

TO: EKU Board of Regents

FROM: Mary Beth Neiser, Vice President for Development and Alumni Engagement and Executive Director, EKU Foundation

**RE: Endowment Match Request** 

For the 2022-24 biennium, the Kentucky General Assembly approved a \$10 million appropriation for the Comprehensive University Excellence Trust Fund (22 RS, HB 1). Eastern Kentucky University is eligible for \$2,227,800 in matching funds for STEM+H fields. At least 50 percent of program funds must be endowed for the purpose of supporting chairs or professorships, or research staff and infrastructure that directly support the research activities of an endowed chair or professor. No more than 50 percent of program funds may be endowed for the purpose of supporting mission support activities or graduate fellowships or undergraduate scholarships.

Council on Postsecondary Education (CPE) guidelines stipulate that the Board of Regents of Kentucky's public universities are responsible for oversight of the Endowment Match Program and are required to review and approve all donations, gifts, and pledges that will be matched with state funds and used to establish new endowments or expand existing endowments. Each match form must be submitted with supporting documentation, including Notice of Board Approval (Part B of the match form). We are ready to submit a third request totaling \$259,125.95. All the documentation for this request follows. Thank you for your consideration to approve these requests.

Fund Designation	Donor(s)	Amount
Amy Bauman Sapsford Dietetics Endowed Scholarship	Mark and Amy Sapsford	\$ 47,518.06
Lee David Geiling "Franklin's Spirit" Fire Science Scholarship	Lee Geiling	\$ 25,106.89
David and Beverly Hufford Medical Laboratory Science Endowed Scholarship	David and Beverly Hufford	\$ 11,500.00
Medina Aviation Endowed Scholarship	Omar Medina	\$ 25,000.00
Morning Pointe Foundation Endowed Scholarship	Morning Pointe	\$ 25,000.00
Neil Strong Aviation Endowed Scholarship	Joel Onkst	\$ 25,000.00
Narendra N. Shah Endowed Scholarship	Narendra Shah	\$50,001.00
John H. and Carrie A. Lewis Endowed Scholarship	John and Carrie Lewis	\$ 25,000.00
Dr. Wilma J. Walker and Robert L. Thompson Endowed Aviation Scholarship	Wilma Walker	\$ 25,000.00
	TOTAL:	\$ 259,125.95