

Minutes of the Quarterly Meeting of the Board of Regents

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- A. Academic Excellence and Scholarly Activities** **Regent Shemberger**
 - 1) Academic Affairs Overview (For Information Only)**
 - 2) Faculty Rank Change Report (For Information Only)**

- B. Athletics** **Chair Crigler**
 - 1) Personnel Changes Contracts of Employment Amendments Assistant Coaches and Head Coach*** **Assistant**
 - a.**

WHEREAS, on March 8, 1922, Governor Edwin P. Morrow signed the bill authorizing one normal school in the eastern part of the state and one in the western part of the state; and

WHEREAS, Dr. Rainey T. Wells tirelessly led the effort to secure the normal school in Murray, Kentucky, by raising \$117,000 from 1,352 donors; and

WHEREAS, on September 17, 1922, the State Normal School Commission selected Murray as the site of the Murray State Normal School; and

WHEREAS, Murray State University currently has an enrollment of approximately 9,500 students and employs approximately 1,200 people; and

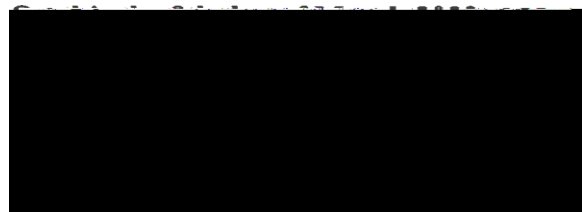
WHEREAS, Murray State University generates a \$500,000,000 economic impact annually for the Commonwealth of Kentucky; and

WHEREAS, the partnership and cooperation of the City of Murray, Calloway County and Murray State University remains strong to this day; and

WHEREAS, Murray State University is consistently and universally recognized as one of the top universities in the country; and

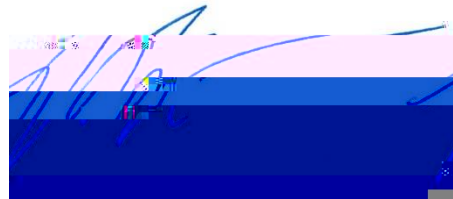
WHEREAS, March 8, 2022, marks the 100th anniversary of Murray State University;

NOW, THEREFORE, I, Bob Rogers, Mayor of the City of Murray, and I, Kenneth C. Imes, Judge-Executive of Calloway County, do hereby proclaim the Week of March 8, 2022, as MURRAY STATE UNIVERSITY CENTENNIAL CELEBRATION WEEK within the City of Murray and Calloway County, Kentucky,



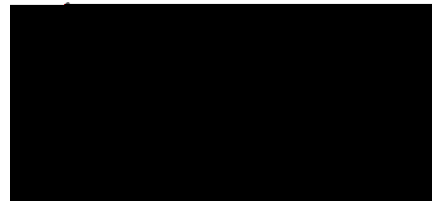
E. Broach, O.T. Hale, Nat Ryan, Thomas H. Stokes and Ben Grogan, in raising \$117,000 to assure the location of the new Normal School in Calloway County; and

WHEREAS

A rectangular area with a green background containing a handwritten signature in blue ink. The signature is cursive and appears to be "E. Broach".A rectangular area with a blue background containing a handwritten signature in blue ink. The signature is cursive and appears to be "O.T. Hale".

commendation and gratitude to MSU as it celebrates this noteworthy milestone in its history and in extending best wishes as it continues to uphold the stellar tradition of excellence associated with this historic Kentucky institution.

Done in Frankfort, Kentucky, this eighth day of March, in the year two thousand twenty-two.



Erin Baker

Dan Baker

as fellow authors; Centennial Committee Co-Chairs Cris Ferguson, Interim Dean of University Libraries and Mr. Smith and the entire book committee composed of faculty, staff and students. Appreciation was expressed to Ms. Hunt who played a key role in this process, as well as Cami Duffy, Executive Director of Institutional Diversity, Equity and Access and Title IX Coordinator; Mr. Touney; Carrie McGinnis, Director of Alumni Relations and others. Mr. Touney and Mrs. McGinnis will provide

institutional share. Next year the budget will have to be adjusted to account for no additional CARES funding but preparations are underway in this regard. Confirmation was provided that all university Presidents in Kentucky agreed to participate in the Higher Education Matters campaign. This represents a statewide campaign to enhance Pell Grant

Photos were shown of local school activities involving Murray State students. Appreciation was expressed to all faculty and students who helped with these initiatives.

SONHP certification rates over the past year have been significant. For 2021, Doctor of Nursing Practice Nurse Anesthesia and Family Nurse Practitioner students achieved a 100 percent certification rate. The Bachelor of Science in Nursing cohort also achieved a 100 percent NCLEX pass rate and all are proud of this accolade, especially during a pandemic. In addition, the Nutrition and Dietetics program received a 100 percent pass rate and students were employed within 12 months of graduation. The Exercise Science program prepares students in both Exercise Physiology and pre-health professions. Many of these students pursue graduate school for Occupational Therapy, Physical Therapy and other programs. This program had a 100 percent placement rate in terms of either employment or graduate school attendance and of the 19 students pursuing higher degrees, seven were admitted into Occupational Therapy programs. The second cohort of the Occupational Therapy program had a 100 percent pass rate and all are employed.

Improvements are being made to the SONHP facility, including renovations to the Mason Hall Auditorium the largest classroom space and significantly enhanced technology. Appreciation was expressed to Facilities Management and Information Technology staff for making this happen.

Renovations have also been undertaken in the Oakley Applied Science Building where additional SONHP classes are held.

Faculty have been extremely busy and four were recently promoted to Associate Professor, one was promoted to Assistant Professor, two completed doctoral degrees and since July 1, SONHP faculty have made over 33 presentations or had their work published.

The SONHP is very thankful to donors. Over \$70,000 in giving has allowed for new endowed

The Deans and Chairs do a great job of monitoring the associated aspects of academic program review. Faculty also do a tremendous job addressing needs when resources have to pivot. Since 2017, the University has suspended or closed 33 programs which include majors, minors and certificates and specific examples were provided. Enrollment growth or decline is monitored in all academic programs

Adjournment

The Academic Excellence and Scholarly Activities Committee adjourned at 10:25 a.m.

The Quarterly Board of Regents meeting and Committee meetings adjourned for a break at 10:25 a.m.

Reconvene

The Quarterly Board of Regents meeting and Committee meetings reconvened at 10:40 a.m.

Audit and Compliance Committee

Don Tharpe Chair
Sam Aguiar
Eric Crigler
Jessica Evans
Lisa Rudolph

Vice Chair Tharpe called the Audit and Compliance Committee to order at 10:40 a.m. and reported all other members were present.

Audit Engagement Letter, approved

Vice President Dudley reported that at its February 24, 2017, meeting, the Board of Regents approved the issuance of a contract to Dean Dorton Allen Ford, PLLC (Dean Dorton) for the

June 30, 2017. At its meeting on December 3, 2021, the Board of Regents approved the extension of the auditing services contract for the 2021-22 fiscal year. The cost for the 2021-22 contract, which is the second year of the extension of the contract, is \$132,750 which includes up to four program audits. The Engagement Letter provided outlines the scope of work and parameters of the audit by Dean Dorton and Board approval is required before the process begins.

On behalf of the Audit and Compliance Committee, Regent Rudolph moved that the Board of Regents, upon the recommendation of the President of the University, approve the Engagement Letter for the June 30, 2022, audit by Dean Dorton as submitted. Regent Aguiar seconded and the motion carried.

Full Board Action Audit Engagement Letter, approved

On behalf of the Audit and Compliance Committee, Vice Chair Tharpe moved that the Board of Regents, upon the recommendation of the President of the University, approve the attached Engagement Letter for the June 30, 2022, audit by Dean Dorton. Regent Owens seconded and the roll was called with the following voting: Mr. Aguiar, yes; Dr. Evans, yes; Dr. Fitch, yes; Mrs. Gray, yes; Mr. Owens, yes; Mr. Puckett, yes; Mrs. Rudolph, yes; Dr. Shemberger, yes; Dr. Tharpe, yes; Mr. Waldrop, yes and Mr. Crigler, yes. The motion carried unanimously.

(See Attachment #3)

Vice Chair Tharpe expressed appreciation to Vice President Dudley for her work relative to the Dorton offices and they perform audits for other universities. They know Murray State University well, know the questions to ask and have relayed to him that the Board is in good hands with Vice President Dudley and her staff.

Adjournment

The Audit and Compliance Committee adjourned at 10:50 a.m.

Buildings and Grounds Committee

Robbie Fitch Chair
Jessica Evans
Leon Owens
Don Tharpe
Tom Waldrop

Regent Fitch called the Buildings and Grounds Committee to order at 10:50 a.m. and reported all other members were present.

Facilities Management Projects Update, received

Angela Lampe, Associate Director of Facilities Design and Construction, reported the following with regard to current facilities projects:

The Wells Hall window replacement project is proceeding nicely and is 85 percent complete. There is a total of 265 windows in this building and 220 new windows have been installed. It is projected that the project will conclude in April/early May.

The Wilson Hall window replacement project is 70 percent complete. There is a total of 88 windows in this building and 61 new windows have been installed. It is projected that the project will conclude in April/early May.

Appreciation was expressed to the Project Managers and Building Coordinators for both Wells and Wilson halls as this work required a great deal of coordination with the building occupants and contractors. Confirmation was provided that both projects were delayed due to the windows not arriving on campus as originally projected.

The project to replace the middle section (largest portion) of the roof on the William Expo Center was awarded to Swift Roofing and preparation work is underway. Materials are expected to arrive in three to four weeks which is ahead of schedule.

The Chestnut Street bridge project should begin in the summer. It is hoped the project will be put out for bid in early April.

The Woods Park Committee met in early February and all seemed pleased with the Master Plan that has been developed for this area of campus. A dual water fountain for both people and dogs has been added as part of the plan for Woods Park based on input received. It is hoped that work on the National Panhellenic Council Plaza will take place simultaneously over the summer with the Woods Park development. Woods Park will most likely represent a phased approach to work which must be undertaken. There are some funds remaining from the razing of Woods Hall which will help cover much of the cost for this project but there are also donor opportunities with regard to this project. New exterior lighting upgrades have been made along Gilbert Graves Drive in the Stewart Stadium and roundabout areas to enhance lighting and eliminate dark spots. The next priority for lighting upgrades

Estimates provided in the _____-Year Capital Plan for state-funded projects were presented. Projects include the new nursing building, Applied Science renovations (ADA access and HVAC and electrical systems), Mason Hall renovations (generator, elevator and chiller/boiler/HVAC systems) and capital renewal/asset preservation projects. President Jackson added that Oakley Applied Science building is currently the home of the Hutson School of Agriculture which has continued to grow. The vision for the future is to make the Applied Science building (13,000 square feet) the full and complete home of the Hutson School of Agriculture. There are currently nursing or health-related programs in the facility and those would be moved to the new nursing building if funding is approved for that project.

Information was provided on additional general asset preservation projects that are planned such as electrical utility infrastructure and steam line repairs, chillers and chilled water loop, centralized building automation systems, electrical system upgrades, fire alarm/sprinkler systems, structural repairs, building envelope upgrades, etc.

Multiple projects need to be addressed in Stewart Stadium. These include structural repairs and

A new Coordinator for Veteran and Military Student Success

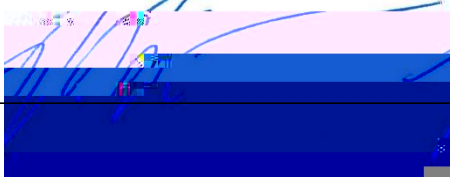
Admitted student numbers are even. It is expected FTT enrollment will increase as this population typically applies later in the process. The number of First-Time Graduate students was up over applications from this time last year but is down from the previous fall. A great deal of work is occurring with regard to graduate enrollment and appreciation was expressed in this regard. The Predictive Analysis Model projects an increase in FTF

WHEREAS, players were named to three Small Bore All-OVC teams First, Second and Newcomer teams; and

WHEREAS, players were named to three Air Rifle All-OVC teams First Second and Newcomer teams;

NOW, THEREFORE, ON THIS 11th DAY OF MARCH, TWO THOUSAND AND TWENTY-TWO, BE IT RESOLVED that the members of the Murray State University Board of Regents unanimously express their appreciation for the achievements and service of Coach Lollar the Rifle team;

AND BE IT FURTHER RESOLVED by the Murray State University Board of Regents that this recognition of the contributions and dedication of Coach Lollar and the Rifle team be preserved in the minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 11th day of March 2022.



**MURRAY STATE UNIVERSITY BOARD OF REGENTS
RESOLUTION OF ACKNOWLEDGMENT AND APPRECIATION**

**TRACK AND FIELD/CROSS COUNTRY TEAM
2021 2022 Season**

WHEREAS, the Murray State University Track and Field/Cross Country team for the first time since 1992, won the Ohio Valley Conference (OVC) Indoor Track and Field Championship held in Birmingham, Alabama, in February 2022; and

WHEREAS, Murray State finished the OVC Indoor Track and Field Championship with 11 podium places, four first places, four second places and three third-place finishes;

WHEREAS, players Rachel Hagans and Jenna Pauly earned individual long jump and high jump titles, respectively; and

WHEREAS, player Rachel Hagans claimed her second individual title winning the 60-meter dash and senior Dani Wright won her first-ever Ohio Valley Conference title in the one-mile run; and

WHEREAS, players Kayla Bell, Brooke Misukonis and Jenna Pauly placed second in their individual events; and

WHEREAS, the 4x400-meter Relay team of LaMiah Campbell, JaKayla McSwan, Kayla Bell and Lucia Herrero-Yanez placed second; and

WHEREAS, players Hannah Malone, Lucia Herrero-Yanez and Meaghan Fletcher placed third in their OVC individual championship events;

NOW, THEREFORE, ON THIS 11th DAY OF MARCH, TWO THOUSAND AND TWENTY-TWO, BE IT RESOLVED that the members of the Murray State University Board of Regents


Field/Cross Country team;

AND BE IT FURTHER RESOLVED by the Murray State University Board of Regents that this

be preserved in the minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 11th day of March 2022.



Robert L Jackson
President



Eric F. Crigler, CFA
Chair Board of Regents and
Chair Athletics Committee

Coach Kiesler and the Track and Field/Cross Country team received a round of applause and were presented with framed Resolutions. Chair Crigler read aloud the following Resolution:

**MURRAY STATE UNIVERSITY BOARD OF REGENTS
RESOLUTION OF ACKNOWLEDGMENT AND APPRECIATION
COACH RECHELLE TURNER AND THE**

2021 2022 Season

WHEREAS, Coach Rechelle Turner has faithfully served since being named as the Head Coach of the Murray State University Track and Field/Cross Country team on March 17, through the present; and

WHEREAS, Coach Turner led the Murray State University Track and Field/Cross Country team advanced to the semi-final round of the 2022 OVC Indoor Track and Field Championship in Evansville, Indiana, and she became the first Murray State Coach in 31 years to lead the Racers to back-to-back winning seasons; and

WHEREAS, Coach Turner led the Murray State University Track and Field/Cross Country team to set new -time single game attendance records at the CFSB Center and completed its best regular season in nearly two decades by going 21-8

overall and 13-5 in OVC play to finish third in the league standings the highest finish under Coach Rechelle Turner and the highest overall since 2008-09; and

WHEREAS, Murray State players have won nine Ohio Valley Conference Player of the Week awards during the 2021-22 season, including a program-record eight for sophomore Katelyn Young who was also named OVC Player of the Year, selected as one of only ten semifinalists nationally for the Becky Hammon Mid-Major Player of the Year award (the only OVC or Missouri Valley Conference player to be named a semifinalist); and

WHEREAS

Top 10 in both field goal and free throw percentages, ranking Murray State 3rd and 6th, respectively, and Coach Turner is current single-season free throw percentage list in five seasons; and

WHEREAS

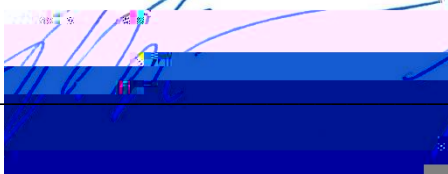
2017-2021 OVC All-OVC selections; never had less than two All-OVC nods in a single season and twelve total All-OVC awards under her leadership is

NOW, THEREFORE, ON THIS 11th DAY OF MARCH, TWO THOUSAND AND TWENTY-TWO, BE IT RESOLVED that the members of the Murray State University Board of Regents

Basketball team under the leadership of Coach Rechelle Turner;

AND BE IT FURTHER RESOLVED by the Murray State University Board of Regents that this

Turner be preserved in the minutes of the Board after having been read aloud and passed unanimously by the Board on this, the 11th day of March 2022.



WHEREAS, he posted his 150th



round of applause and were presented with framed Resolutions.

Regent Fitch moved that the Board of Regents approve all Resolutions as presented above. Regent Waldrop seconded and the motion carried.

Full Board Action Resolutions of Appreciation and Recognition, approved

On behalf of the Athletics Committee, Chair Crigler moved that the Board of Regents approve the Resolutions of Appreciation and Recognition as presented. Regent Rudolph seconded and the motion carried unanimously.

Personnel Changes Contracts of Employment Amendments Assistant Coaches and Head Coach, approved

Chair Crigler reported that the Murray State University program has shown remarkable achievement academically and competitively over the last five years.

Scott Barnhart, Senior Associate Athletic Director-Operations and Resource Development, reported that academically, the W Basketball program has regularly achieved at or above a 3.0 Grade Point Average five-year tenure, the W Basketball program has achieved five of the top six rank- Recently, in the Fall of 2021, the W Basketball program achieved a 3.17 GPA, two student-athletes achieved a perfect 4.0, nine above a 3.0 and 78 percent

On behalf of the Athletics Committee, Regent Fitch moved that the Board of Regents, upon the recommendation of the President of the University and the Director of Athletics, approve the successor agreements to employ the Coaches as presented.

multi-phase improvement plan. An internal committee composed of faculty, staff, students, administrators and others reviewed the proposals received and the choice was narrowed down to three potential firms. The Board will be asked to approve allowing the administration to negotiate with a final firm to undertake this work. This process is similar to that utilized during contract negotiations with Sodexo and SSC in the last few years. This represents a very extensive and detailed process that has very much been an educational one for all involved. If the Board approves the action being requested, a preliminary proposal from the successful firm will be presented at the June Quarterly Board meeting and will include additional detailed information and provide next steps. The final agreement would not be signed until early fall.

Vice President Dudley reported that a great deal has been learned throughout this process, including a determination of what best suits the University at this point in time. The first phase which the University will engage in the first of a multi-phased approach represents a new dining hall and two 300-bed (approximate) residence halls as outlined in the Capital Plan. These would represent replacement beds and not new inventory. As work proceeds, a determination will be made in terms of what needs to be done with White and Regents halls. Sample photographs of what schools like Murray State have developed as part of a P3 partnership were provided. Appreciation was expressed to the entire Operational Committee, particularly Mr. Miller; Beth Ward, Director of Procurement; Dr. David Wilson, Director of Housing; and Mr. Youngblood, who have undertaken a significant amount of work in anticipation of this project. The larger Stakeholder Committee includes students, faculty and staff from different areas across campus, in addition to the members of the Operational Committee. Before the three developers were brought to campus, the Stakeholder Committee worked to help determine what was needed, outlined their expectations and evaluated the firms based on certain criteria but from their own perspectives.

Mr. Jensen reported that P3 partnerships represent a very common model to deliver projects, especially for residence halls and dining facilities at comparable institutions in the region. These development partners have a great deal of expertise and share the risks of upfront costs, budget, operations and schedule. They are also experts on how to gain efficiencies through construction and operations. Some of the current housing stock has outlived its useful life and needs to be renovated or replaced and a P3 developer can help expedite this process. An extensive list of evaluation criteria in four key areas was developed in terms of what the University wants to achieve and how firm responses would be scored objectively. The financial approach relative to such a process will ensure it is a fair deal and also good for students in terms of affordability. These firms will draw on their expertise to present design ideas on what they think will work on campus that students will be attracted to while ensuring adherence to the architectural character of campus, alignment of facilities with Campus Master Plan objectives and maintaining the student success objective and a competitive edge.

Mr. Looney reported that Phase I of this project includes construction of two residence halls, with approximately 300 beds, north of the current Hart Hall and a

this structure. Confirmation was provided that there are national foundations that provide services to institutions based on their tax-exempt status. Confirmation was provided that a 501(c)(3) corporation would r pay rent for utilizing this space on campus. The University will jointly set the housing cost for students with the management firm to ensure maximization of savings and this is attractive to investors because it helps minimize risk. It was indicated that initially the firm selected will not manage all University properties but analysis is still ongoing in terms of whether this would be a beneficial arrangement for the institution. Some schools researched did not outsource management of their facilities utilizing a 501(c)(3) and action being taken today will not commit the Board to a decision in this regard.

Mr. Looney reported that the University has investigated companies that have the capacity,

Annual Lease Report, accepted

Ms. Dudley reported that as per Item #16 of the Delegation of Authority, the Board is to approve

whereby the debt can be restructured to even out the payments to approximately \$5 million annually through 2035. This model will also allow the University to capitalize on possible favorable market conditions, resulting in some savings, without extending the debt. Mr. Rawlings reported that with regard to 2011 and 2013 bond issues, a model was developed to restructure the payment on those, creating an aggregate profile to level out any associated increases that are anticipated. Over the first six years of the new model, this represents a reduction in the aggregate bond payment of slightly over \$1 million. This represents \$1 million that would otherwise go toward paying debt service that will now be available to dedicate toward upkeep of these facilities or offset the need for rate increases.

This model requires the issuance and sale of refunding bonds to refinance the General Receipts Bonds, 2011 Series A; the General Receipts Refunding Bonds, 2011 Series C and the General Receipts Bonds, 2013 Series A. This model will require the debt on these series to be extended, but again, not past 2035, which is the final year of debt service on the current debt portfolio. This restructuring plan will require review and approvals by multiple state officials and any action will be contingent upon obtaining these approvals. Overall savings are anticipated over the life of the bond for the University as a result of this action. It is important to have this authorization from the Board now so making this change can be undertaken when rates are favorable and meaningful savings can be realized.

On behalf of the Finance Committee, Regent Shemberger moved that the Board of Regents, upon the recommendation of the President of the University, adopt the Resolution provided for the authorization, issuance and sale of (I) General Receipts Refunding Obligations, 2022 Series B, in an estimated aggregate principal amount of \$10,805,000 (subject to a permitted adjustment) and (II) General Receipts Refunding Obligations, 2022 Taxable Series C, in an estimated aggregate principal amount of \$11,075,000 (subject to a permitted adjustment) of Murray State University, pursuant to the trust agreement dated as of May 1, 2007, as detailed in the Resolution provided, subject to all required approvals by state officio

Centennial Celebration Update, received

Mr. Touney reported the following:

Many units across campus have worked together to help plan and execute events for the Centennial Celebration.

The new centennial logo was shown and has already been displayed in many locations across campus. Appreciation was expressed to Melissa Shown, Graphic Design Manager, for designing the new purposeful and intentional logo. Many concepts were vetted before deciding on the final design but the one presented reflects the logo that can be found on the front doors of Pogue Library.

Several additional marketing and communication initiatives are underway. Appreciation was expressed to the University Libraries leadership, with assistance from Sarah Marie Owens for producing materials to meet marketing and communication needs.

The new Racer Centennial website was launched shortly after the beginning of the new year: www.murraystate.edu/centennial. The website was created by Charley Allen-Dunn, Web and Digital Advertising Manager. The website includes historical context, preliminary information on the centennial book and a calendar of events throughout the year. Information on giving opportunities is

campaign is underway to raise funds in honor of a new century of impact campaign. Dr. Tina Bernot, Executive Director of Development and Christian Barnes, Annual Giving Director, visualized this initiative. The Office of Development as part of the spirit of philanthropy has three goals for the centennial. Those are 100 new 1922 Society members, 100 new endowed funds and 100 new planned gifts for the MSU Foundation. This week has been particularly special with March 8 being the date that the Normal School Act was passed. To date, the campaign has raised \$170,640. There is a giving link on the centennial website for those who are interested in participating.

Vice Chair Tharpe expressed appreciation to Mr. Touney and his staff for all the work they do.

Salary Roster, approved

President Jackson reported that in compliance with state statute and the responsibilities of the University Treasurer as identified in the *Bylaws* of the Murray State University Board of Regents, the attached Salary Roster outlines the amount paid to each professor, teacher or official of the school. The Salary Roster is presented to the Board at the meetings following June 30 and December 31 each year.

Regent Aguiar indicated that it was obvious the three individuals from Staff Congress who just presented the results of the Staff Perspective Survey were nervous but they outlined a lot of staff concerns. From his point of view, there was no dialogue from the Board in this regard. They talked about how devoted staff are to this University and he read the results of the survey in their entirety and has been waiting all day for discussion on this topic to occur. These are the individuals who make this University tick every day and he wanted to read what they had to say. There were many comments that were disturbing about pay. He feels bad because the Board had a nice lunch today and is committing to big expenditures but these individuals will read the minutes of this meeting and the Board is not talking about the results of the survey.

Chair Crigler indicated that the issue was open for question when it was presented and no comments were made at that time. Regent Aguiar asked how this Board can address the fact that there appears to be a number of individuals who expressed their needs are not being met. The University must take care of its people and if there is dissent among 25 percent of staff, the mechanism to address those needs should be identified so results are not the same next year. All staff have requested is an acknowledgement and discussion of the issues to know how the University is going to address those concerns. President Jackson added that he regularly attends Faculty Senate and Staff Congress meetings. These are two bodies as part of the shared governance process where these issues are discussed. Every year as part of the budget process, there are also a number of shared governance committees where COLA adjustments and benefits are discussed, such as through the Insurance and Benefits Committee which is composed of faculty and staff. There are mechanisms in place to discuss the items identified in the Staff Perspective Survey and they do not go undiscussed, unnoticed or unrecognized.

Regent Shemberger reported that the Staff Perspective Survey results are available publicly and she has shared those with the faculty. She sends an email twice a month to share with faculty what occurs during the meetings just noted by President Jackson. After sending the Staff Perspective Survey results, she received approximately 8 to ten emails back from faculty members. In many ways the survey results amplified faculty concerns as well. There are disagreements which occur during the meetings mentioned but understanding is usually accomplished but this does not mean concerns are disregarded. Overall, the process is frustrating but a determination must be made on those issues that can be worked on to make small improvements. Regent Evans echoed this sentiment and what was presented today was only the top six concerns of staff. It is no surprise COLA will remain a concern but while some of the other issues staff identified are being discussed, especially as a result of the pandemic, frustration remains with others.

Chair Crigler added that all must be realistic in regard to the constraints that are placed on the University as 70 percent of income is from tuition and 70 percent of expenditures are related to personnel. In order to raise expenses, that forces a raise on tuition as well. The Board must balance these interests, especially since the CPE caps how much tuition can be raised.

Regent Shemberger indicated the Board is rightfully concerned about facility assets but many are also concerned about the human assets of the University. President Jackson and his team receive a lot of discussion and how they balance that is amazing. At the end of the day all are very fortunate to have gone through a pandemic without anyone losing their job because this has occurred at sister institutions in the Commonwealth. These small wins keep her moving forward as a faculty member but the concerns identified must continue to be discussed and human asset preservation should also remain a focus.

Regent Aguiar added that in reading through the survey comments, it was clear relative to the bottom tier that current compensation for these individuals makes it very difficult for some families to survive, especially given current inflation. An overwhelming number of concerns


New Personnel Policies and Procedures Manual Section IV P Paid Parental Leave Policy
and Resulting Changes to

Other Business/Adjournment

There being no further business to come before the Board, Chair Crigler indicated he would entertain a motion for the Board of Regents Quarterly and Committee meetings to adjourn. Regent Fitch so moved, seconded by Regent Gray, and the motion carried unanimously. Adjournment was at 4:10 p.m.



Secretary Jill Hunt



Chair Eric F. Crigler

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