

February 28, 2023

MSU Faculty and Staff:

We hope that your semester is moving along well. We have been lucky with the weather in February, but I think we all look forward to March and the sunshine it brings to our area. The following information is to aid our campus in keeping up-to-date on a number of items:

University Dates:

- March 1 – MSU Career Fair
- March 3-4 – OVC Tournament – Good luck to our basketball teams!
- March 7 (3:30 pm) – Next Campus Livestream to Employees
- March 13-17 – Spring Break for Students
- March 17 – Campus Closed - Day Off for All Employees
- April 26 – Employee Appreciation Picnic – More information to come.
- April 29 – MSU Gala
- May 13 – Spring Commencement
- May 15 – Maymester Begins

Campus Livestream:

Our next campus livestream to employees is scheduled for Tuesday, March 7 at 3:30 pm. A link will be placed in your mymoreheadstate account the morning of the event. If you are not available to view it live, an archived link will be available a day or two afterwards.

We will be presenting our retention, recruitment, HR updates, university performance, mid-year financial update, new building construction timelines, capital planning lists, and higher education reform.

Congratulations and Thank You's:

- Congratulations to Jeff Fannin in our Imaging Sciences program for being named to the Kentucky Board for Medical Imaging and Radiation Therapy. It is always good when our employees can use their expertise in a state-wide role.
- Thank you to our Enrollment Service Counselors/Recruiters for the good job they are doing. If you know a prospective student, please get their name to our enrollment office.
- Thank you to our Music program and Office of Alumni for hosting a great reception at the KY Music Educators Association meeting recently.
- Thank you to Phil Prater in our Veterinary Science program for his years of work as our University Veterinarian and his IACUC work. Phil is one of the most respected veterinarians in the region.

Board of Regents Meeting Update:

Our Board recently met and the following is a brief list of business items that were approved:

- Approval of a number of annual audits for the university – all were clean audits.
- Approval of our audit firm and scope of the audit for this fiscal year ending 6/30/23
- Accept the University Organizational Chart
- Approval of amendments to the SGA Bylaws
- Approval of donor funds being matched with state trust fund pools for scholarships
- Approval of housing rates for 2023-2024. There are no increases in rates, other than the alteration of the Craft Academy moving from Grote-Thompson to Alumni Tower.
- Approval of the Employee Compensation Plan
- Approval of Coaching Contracts
- Updates on University Performance
- A Mid-Year Financial Update
- Presentation on the timeline for construction of our new Science / Engineering Building
- Capital Planning Presentation on our request for new buildings from the legislature. Our highest priority is a multi-disciplinary classroom building which could house a number of academic programs including the replacement of Baird, Combs, and potentially other buildings.
- A Legislative Update on performance funding review and also the new state legislative resolution calling for a complete review of higher education in Kentucky.

Employee Compensation Plan:

The Board of Regents also approved the Compensation Plan that was presented to our campus a few weeks ago on the campus livestream. Our goal within this plan was to provide:

- Another base raise to employees
- Provide additional catch-ups to our long-term employees
- Raise the staff scale and minimum hourly pay
- Further address faculty compression, and complete any remaining faculty inversion.

We have begun working with Vice Presidents and other large unit leaders on the implementation process which is scheduled for April 1.

Many thanks for all you do. It will be nice to see the beginning of March this week, and hopefully spring sunshine to come.

Jay Morgan
President