

AGENDA BOOK

Board of Regents

March 25, 2021

Morehead, Kentucky
www.moreheadstate.edu/bor



Morehead State University

Board of Regents Quarterly Meeting

Thursday, March 25, 2021 at 9:30 a.m.

MSU at Mt. Sterling

Morehead State University

Board of Regents Members

Eric Howard, Chair

Sanford Holbrook, Vice Chair

Dr. Annie Adams

Craig Dennis

Adam Hinton

Debbie H. Long

Wayne M. Martin

Craig Preece

Arthur Walker, III

Terri S. Walters

Emily Wiley

Joseph A. (Jay) Morgan, President

**BOARD OF REGENTS QUARTERLY MEETING
MOREHEAD STATE UNIVERSITY**

Thursday, March 25, 2021

MSU at Mt. Sterling

9:00 a.m.— Audit Committee Meeting

9:30 a.m.— Quarterly Board Meeting

AGENDA

Audit Committee Meeting— 9:00 a.m.

Audit Committee Members- Sanford Holbrook, Eric Howard, Wayne Martin, and Adam Hinton.

Quarterly Board Meeting— 9:30 a.m.

- I. CALL TO ORDER
- II. ROLL CALL
- III. SUPPORTER RECOGNITION
- IV. REPORTS
 - A. **Report on Spring 2021 Enrollment**, Mr. Russ Mast
 - B. **Report on Prior Year Metrics and Performance**, Mrs. Courtney Andrews
 - C. **QEP Update**, Dr. Laurie Couch
 - D. **Report on Personal Service Contracts**, Mr. Kim Oatman
- V. ELECTION OF CHAIR, VICE CHAIR, AND SECRETARY AND APPOINTMENT OF TREASURER
- VI. PRESIDENT’S RECOMMENDATIONS AND REPORTS
 - A. **Consent Agenda (Action)**
 - 1. Approve Minutes of December 3, 2020 Quarterly Meeting.....1
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4. Approve 2022-2028 Six Year Capital Plan	38

C. President's Report

1. Legislative Update
2. OVC Update
3. Current Fiscal Year Financial Update

VII. ADJOURNMENT

Agenda is available online at <http://www.moreheadstate.edu/bor>

**BOARD OF REGENTS
MOREHEAD STATE UNIVERSITY
QUARTERLY MEETING**

The Board of Regents of Morehead State University met on December 3, 2020 at 8:30 a.m. via webex video teleconference, due to the coronavirus pandemic.

CALL TO ORDER

Chair Eric Howard called the meeting to order.

ROLL CALL

Chair Howard introduced Jacqueline Graves to call the roll. The following Board members were present: Chair Eric Howard, Vice Chair Sanford Holbrook, Dr. Annie Adams, Craig Dennis, Adam Hinton, Debbie Long, Wayne Martin, Craig Preece, Arthur Walker, III, Terri Walters, and Emily Wiley.

**FACULTY, STAFF,
AND STUDENT
RECOGNITION**

President Morgan recognized Dr. Beverly McCauley Klecker, Ph.D. as the faculty award recipient. Dr. Klecker joined Morehead State University's College of Education, Department of Foundations and Graduate Studies, in 2001. She holds a B.S. in Education, M.A. in Counseling, and Ph.D. in Quantitative Research, Evaluation and Measurement (QREME) from The Ohio State University. Dr. Klecker was promoted to Associate Professor in 2008 and Professor in 2012. She serves as Co-Leader of the MA-Counseling Program. Completion of this degree leads directly to KY P-12 5-year provisional certification as a school counselor. For the past ten years, graduates of the M.A. in School Counseling Program have had a 100% pass-rate for the required exit exam. President Morgan commended Dr. Klecker for her success and thanked her for her service to the University and its students.

President Morgan recognized Ms. Virginia Brown as the staff award recipient. Ms. Brown has served as a Building Services Technician for twenty-six years, three years serving as the Nightshift Supervisor. President Morgan thanked Ms. Brown for her service to the University and for keeping University faculty, staff, and students safe during the coronavirus pandemic. Dr. Adams also commended Ms. Brown for her work in keeping everyone safe.

President Morgan recognized Ms. Kenna Markley as the student award recipient. Ms. Markley is a double major in Elementary Education P-5 and Mathematics, with a music minor. She serves as President of Phi Sigma Phi, served as President of the Morehead Percussion Club, and serves as a Peer Coach and Leader. She has also worked with the Success Academy, served as a student representative on the Suspension Appeals Committee, and as a student representative on the Title IX Hearing Panel.

**PRESIDENT'S
RECOMMENDATIONS
AND REPORTS***Consent Agenda*

Chair Eric Howard asked the Board to consider the following items on the Consent Agenda:

1. Approve Minutes of October 16, 2020 Special Called Meeting
2. Ratify Fall 2020 Graduates
3. Ratify Personnel Actions
4. Approve Policy Revisions
5. Approve Repurpose of Bucks for Brains Funds
6. Accept First Quarter Financial Report and Ratify Amended Operating Budget
7. Approve Coaches' Contract Extensions
8. Approve Certificate in Intelligence Studies
9. Approve Certificate in Military History and Policy

MOTION: Vice Chair Holbrook moved that the Board approve the items on the Consent Agenda. Mr. Craig Dennis seconded the motion.

VOTE: The motion carried unanimously.

Recommendations*Approve Lease
Modification Agreement
with JPMorgan Chase
Bank, N.A.*

The President recommended

RECOMMENDATION: That the Board of Regents authorize the University President, as the Fiscal Officer of the University, or his designate, to enter into a Lease Modification Agreement with JPMorgan Chase Bank, N.A. to modify the terms of the Energy Savings Performance Contract Agreement with JPMorgan Chase Bank, N.A. in order to achieve an overall net present value savings for the University.

Ms. Mary Fister-Tucker, VP Fiscal Services and CFO, explained that the Lease Modification Agreement will extend the final maturity of the lease to June 2028 and lower the interest rate to 2.10%. She noted that this lease is the last piece of debt service the University is looking at renegotiating. She happily reported that the lease renegotiation with Kentucky Bank, previously approved by the Board, was successfully completed. She also reported that the University sold bonds with Huntington Securities being the successful bidder, which achieved our desired debt service savings.

Ms. Fister-Tucker also reported on outstanding University debt and how actions taken by the University, including selling real property to pay down debts and renegotiating leases for lower interest rates, has positively affected the overall cost related to the University's debt obligations.

Mr. Craig Dennis asked whether the savings would start in 2022. Ms. Fister-Tucker replied that the University's debt service will be impacted in 2021 as the proceeds from the sale of the Procurement Building will be used to pay down University debt.

**PRESIDENT'S
REPORT**

Ms. Fister-Tucker reported on the University's Days Cash on Hand, recently calculated by Moody's Investor Service. She stated that in 2020, the University has 109.4 Days Cash on Hand, compared to 93.4 in 2019. She also provided a comparison of the University to other comprehensive universities in the state, stating that the University's Days Cash on Hand is considered a healthy cash positions when compared to these universities. She further explained that Days Cash on Hand accounts for unrestricted cash to support operating expenses; this does not include endowments or money that cannot be used to support University operating expenses.

Dr. Annie Adams asked whether the Days Cash on Hand comparison is accurate in light of some universities having to pull from these monies to cover costs associated with the coronavirus pandemic. Ms. Fister-Tucker explained that a lot of factors go into the calculation and Moody's Investor Service should have that updated information in the next few months.

MOTION: Mr. Wayne Martin moved that the Board approve the President's recommendation. Vice Chair Holbrook seconded the motion.

VOTE: The motion carried unanimously.

Mr. Martin commended President Morgan, Ms. Fister-Tucker, Ms. Teresa Lindgren, and others for their hard work on restructuring University debt.

President Morgan reported that for the past three to four months, all public university presidents in the state have been meeting with key legislators to discuss the performance funding model. He commented that he has been pleased with those conversations. One of the proposed changes is to create a floor in the model, which would prevent further monies lost by the University unless there is a cut in state appropriations.

President Morgan commended University faculty, staff, and students for a successful fall semester under the circumstances. He thanked Regent and Student Government Association President, Emily Wiley, for her leadership. He then provided a brief update on athletics, stating that the Pioneer Football League has established the intent to compete in a spring season. All presidents in the league determined they would wait until closer to time to determine whether to have a season.

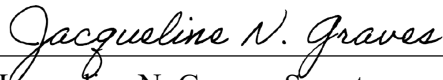
Chair Eric Howard commended the University for a great fall semester.

Dr. Annie Adams thanked Facilities and Operation for all of their work keeping all people on campus healthy.

ADJOURNMENT

There being no further business to discuss, Dr. Annie Adams moved that the meeting adjourn. Mr. Adam Hinton seconded the motion and the motion carried unanimously.

Respectfully submitted,



Jacqueline N. Graves, Secretary
Board of Regents

APPROVE APPOINTMENT OF AUDITING FIRM AND AUDIT PRICE

**BOR (VI-A-2)
March 25, 2021**

Recommendation:

That, contingent upon the recommendation of the Audit Committee, the Board approve the audit price and the appointment of Dean Dorton Allen Ford, PLLC in Lexington to conduct the required annual audits for Morehead State University for the fiscal year that will end on June 30, 2021.

Background:

KRS 164A.570 requires an annual audit to be conducted for all universities in the state system. The bylaws of the Board of Regents provide that the Audit Committee will review, evaluate, and recommend to the full Board, an accounting firm to conduct the University's required annual audits. State statutes specify that the auditing firm must be selected through a request for proposal process, and that a personal services contract be issued to engage the firm.

On January 8, 2021, the University issued a request for proposals from qualified public accounting firms to perform the auditing services. The request for proposals was posted on the University's online plan room and registered vendors were notified. The process closed on January 29, 2021. Responses were submitted by four firms:

- BKD, LLP, Louisville
- Crowe, LLP, Lexington
- Dean Dorton Allen Ford, PLLC, Lexington
- Plante Moran, Cincinnati

The proposals were independently evaluated by the Chief Financial Officer and VP for Fiscal Services, the Director of Internal Audits, the Director of Accounting and Financial Services, the Assistant Director of Accounting and Financial Services, and the Director of Finance for the MSU Foundation. The evaluations were based on cost factors and on technical factors; such as the audit firm's technical experience and the audit firm's experience with performing public higher education audits.

The Audit Committee met on March 25, 2021. Based on the evaluations, the Audit Committee recommends that the Board approve the audit price and the appointment of Dean Dorton Allen Ford, PLLC to conduct the annual audits. The contract will be awarded for the fiscal year that will end on June 30, 2021 with the option to extend the contract for seven additional one year periods. The fee for the first year of the contract will be \$97,200. Fee adjustments for future contracts will be based on the consumer price index.

**RECEIVE 2019-2020 NCAA AGREED
UPON PROCEDURES REPORT AND
WMKY-FM AUDIT**

**BOR (VI-A-3)
March 25, 2021**

Recommendation:

That the Board of Regents accept the Agreed Upon Procedures Report required by the NCAA and the WMKY-FM audit report for the fiscal year ended June 30, 2020 as prepared by Dean Dorton Allen Ford, PLLC.

Background:

KRS 164A.570 requires an annual audit to be conducted by all universities in the state system. The audit is to be conducted by an independent public accounting firm. On April 16, 2020, the Board approved the recommendation of the Audit Committee to appoint the accounting firm of Dean Dorton Allen Ford, PLLC to conduct the 2019-20 fiscal year audits. The Board also approved at that time, the Audit Committee's recommendation for the minimum scope of the audit work to be performed.

Dean Dorton Allen Ford, PLLC has completed the Agreed Upon Procedures Report required by the NCAA and the WMKY-FM audit report for the June 30, 2020 fiscal year. A copy of the reports have been provided to each member of the Board of Regents. The Audit Committee met on March 25, 2021. Representatives from Dean Dorton Allen Ford, PLLC presented the reports to the Committee for acceptance.

**APPROVE MINIMUM SCOPE
OF THE ANNUAL AUDIT**

**BOR (VI-A-4)
March 25, 2021**

Recommendation:

That, contingent on the recommendation of the Audit Committee, the Board approve the minimum scope of the University's audit for the year ending June 30, 2021.

Background:

The University is required to have an annual audit conducted of its financial activities. The bylaws of the Board of Regents specify that the Audit Committee review, evaluate, advise and recommend to the full Board the minimum scope of the annual audit.

The Director of Accounting and Financial Services and the Director of Internal Audits have outlined the scope of the audit that will comply with all local, state, and federal audit requirements. A summary of the audit scope is attached.

**MOREHEAD STATE UNIVERSITY
MINIMUM SCOPE OF THE ANNUAL AUDIT
FOR THE YEAR ENDING JUNE 30, 2021**

March 25, 2021

This document outlines the minimum scope of the annual audit of Morehead State University (MSU), and any applicable related entities, to be conducted by the University's auditors (the Firm) for the year ending June 30, 2021. Additional audit requirements and procedures may be added as situations warrant.

Internal Controls

The audit will include a review and evaluation of the existing internal control structure. The evaluation will provide a basis for reliance thereon in determining the nature, timing and extent of selective audit tests to be applied to recorded transactions and data for certain periods of the year.

General Purpose Financial Statements

The Firm will perform an audit of and issue its independent auditor's report on the financial statements of MSU as of June 30, 2021 and the results of its operations for the fiscal year then ended. The audit will be performed in accordance with auditing standards generally accepted in the United States of America and in accordance with *Government Auditing Standards* (GAS), issued by the Comptroller General of the United States. The audit should include a determination as to whether Morehead State University's federal expenditures have met the Single Audit threshold established by the provisions of the Single Audit Act, Subpart F of Title 2 U.S. Code of Federal Regulations (CFR) Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance). The report will also include an independent auditor's report on supplemental information covering those supplemental schedules suggested to be reported on by the AICPA Audit Guide *Audits of Colleges and Universities*.

Federal Awards Programs

The audit will include a Schedule of Expenditures of Federal Awards, which will be subjected to the auditing procedures applied in the audit of the financial statements. An opinion will be rendered on whether the Schedule is presented fairly in all material respects in relation to the financial statements taken as a whole.

The audit will report on the internal controls over financial reporting and on compliance with laws, regulations, and provisions of contracts or grant agreements, non-compliance with which could have a direct and material effect on the determination of financial statement amounts in accordance with *Government Auditing Standards*. A report will also be issued on compliance with requirements applicable to each major program and internal control over compliance with requirements of laws, regulations, and the provisions of contracts or grant agreements that could have a direct and material effect on each major program in accordance with the Single Audit Act, Subpart F of Title 2 U.S. CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards (Uniform Guidance).

Kentucky Lease Law Compliance Audit

The Firm will issue a separate report on compliance with the Kentucky Lease Law. This report should include documentation of testing procedures performed, sample selection methods, and summary of the auditor's result in accordance with KRS 48.111, 48.190, 56.800 through 56.823, and 164A.575.

Intercollegiate Athletics Department

The Firm will perform certain agreed-upon procedures and issue a separate report covering the limited examination of the Intercollegiate Athletics Department and its related booster organization, for the year ending June 30, 2021. These procedures will be performed in accordance with the latest version of the *NCAA Financial Audit Guidelines*.

Corporation for Public Broadcasting (CPB)

The Firm will issue its independent auditor's report on the financial statements of WMKY-FM for the year ending June 30, 2021. The audit will be performed in accordance with auditing standards generally accepted in the United States of America and the *Public Telecommunications Audit Guide and Requirements* as they relate to the CPB Annual Financial Report for the year ending June 30, 2021.

Compliance Report Under KRS 164A.555 to 164A.630 (House Bill 622)

The Firm will also issue a separate letter covering its study of MSU's internal accounting controls and administrative control procedures considered relevant to the criteria established by the Commonwealth of Kentucky Finance and Administration Cabinet as set forth in the latest version of the Cabinet's *Minimum Audit Scope for Compliance*.

Management Letter

As required by generally accepted auditing standards (*Statement on Auditing Standards No. 60*), the Firm will prepare a letter of reportable conditions noted during the audit related to inherent weaknesses of controls, procedures, policies or noncompliance with governmental laws or regulations and suggest possible improvements. The Firm will comment and discuss those or other matters with the Director of Accounting and Financial Services, the Internal Auditor, the Chief Financial Officer, the President and the University Board of Regents. The Firm will also submit ideas or observations that will help achieve the University's objectives or improve efficiency in operations. The Firm will also document the resolution status of prior year recommendations.

Closing Package

In accordance with the directive from the Commonwealth of Kentucky Auditor of Public Accounts, the Firm will provide a copy of the comprehensive financial statements and management letter to the Auditor of Public Accounts. In addition, a report issued under *Codification of Statements on Auditing Standards* AU 623.11 through 623.17 applicable to the "closing package" furnished by the University to the Finance and Administration Cabinet will be provided to the Auditor of Public Accounts by October 1, 2021. If requested by the Auditor of Public Accounts and approved by the University, all

working papers prepared by the audit team will be made available for review.

Audit of Subsequent Events

In accordance with the directive from the Auditor of Public Accounts, the Firm will update the audit procedures related to events subsequent to June 30, 2021 from the last day of field work (projected for late September 2021) to December 10, 2021. The Firm will report the results of these updated procedures in a separate letter, which shall be delivered to the Auditor of Public Accounts and to the University, no later than close of business on December 10, 2021.

Other Reports

The Firm will issue any other letter reports as may be required by the Finance and Administration Cabinet or the Auditor of Public Accounts of the Commonwealth of Kentucky.

Exit Conferences

Separate exit conferences may be required to be held with the MSU Board of Regents, the Board of Regents Audit Committee, the MSU President and other members of the administration. Also, it is expected that exit conferences will be held with major unit heads as appropriate to the areas or functions audited.

Timing of Reports

1. The audited financial statements and management letter shall be furnished to the Auditor of Public Accounts no later than October 1. If final reports are not available as of October 1, drafts will be submitted by that date. The reports will contain the following items:
 - (a) Audited financial statements and an opinion thereon. A report on compliance and on internal control over financial reporting based on an audit of financial statements performed in accordance with *Government Auditing Standards*.
 - (b) A report on compliance in accordance with KRS 164A.555 through 164A.630 (House Bill 622) based on the audit of financial statements.
 - (c) A report on compliance with the Kentucky Lease Law in accordance with KRS 48.111, 48.190, 56.800 through 56.823, and 164A.575.
 - (d) The closing package forms, in accordance with *Codification of Statements on Auditing Standards*, AU 623.11 through 623.17.
 - (e) If applicable, the Firm shall also obtain and submit management's summary schedule of prior audit findings and corrective action plan for current year audit findings.

2. The Firm will provide a representation letter by July 15 to the Auditor of Public Accounts stating that the Firm is in compliance with auditing standards generally accepted in the United States of America and the *Government Auditing Standards* concerning continuing education requirements, independence and internal quality control system and peer review requirements.
3. The Firm shall notify the Auditor of Public Accounts of matters which come to its attention which may have a significant impact on the Commonwealth's financial statements. The Firm shall be available to the Auditor of Public Accounts to address questions about the University's financial statements.
4. The Firm will certify, on line, the CPB audit report by November 30 of each year.
5. The Firm will provide a letter to report the results of the subsequent events audit through December 10, 2021. The letter shall be delivered to the Auditor of Public Accounts and to the University, no later than close of business on December 10, 2021.
6. The Firm will prepare the KFAC form 990 & 990-T by February 15 of each year.
7. The Firm will prepare the University's form 990-T by February 15 of each year and provide consulting services related to unrelated business income.

RATIFY PERSONNEL ACTIONS

**BOR (VI-A-5)
March 25, 2021**

Recommendation:

That the Board ratify the Personnel Actions processed from November 20, 2020 through February 19, 2021.

Background:

The attached personnel actions, including supplemental and appointment changes that the President has approved, are recommended for ratification by the Board of Regents.

Definitions For Appointments

Personnel Actions Effective Through February 28, 2021

Full-Time Standing: A Full-Time Standing Appointment designates an appointment that is full-time and for which no ending date is specified. Such appointments are terminable in accordance with the appropriate University policy. Full-time Standing Appointments must be backed with budgeted funds. Full-Time Standing Appointments may be used for all four payroll classification categories namely 1) Academic; 2) Administrative; 3) Staff Exempt; and 4) Staff Nonexempt (see PG-2). This includes all positions covered by the tenure regulations. Full-Time Standing Appointments may be specified for nine, ten, eleven, or twelve months per fiscal year. This type of appointment is provided all regular University benefits.

Full-Time Standing appointments on a probationary period are noted as FTSP and those not subject to a probationary period are noted as FTS on the attached report.

Full-Time Fixed: A Full-Time Fixed Appointment designates an appointment that is full-time for a fixed period of time and for which an ending date is specified. Such appointments may be specified for nine, ten, eleven, or twelve months. The appointments do not have to be backed by permanent funds. Full-Time Fixed Appointments may be used for all four payroll classification categories namely 1) Academic; 2) Administrative; 3) Staff Exempt; and 4) Staff Nonexempt (see PG-2). This includes instructors positions. Such appointments are discontinued automatically at the specified ending date. Appointments may be terminated before the ending date for cause or business necessity. Full-Time Fixed Appointments may be renewed. Persons appointed to Full-Time Fixed Appointments are not converted to Full-Time Standing Appointments without an appropriate search or search waiver. This type of appointment is provided all regular University benefits.

Full-Time Fixed appointments on a probationary period are noted as FTFP and those not subject to a probationary period are noted as FTF on the attached report.

Supplemental: A Supplemental appointment designates an appointment which is supplementary to a Full-Time Standing or Full Time Fixed appointment and has the effect of providing an additional contractual provision beyond the term of the Full-Time Standing or Full-Time Fixed appointments. For example, a Supplemental appointment may be used if an individual whose regular appointment is for nine months but whose appointment is extended for one to three additional months. Supplemental appointments will also be used to designate those appointments which are supplementary to Full-Time Standing or Full-Time Fixed Appointments to compensate for approved additional services normally outside the scope of regular duties. For example, a Supplemental appointment can be used when an eligible employee is employed to teach a course for additional compensation. Regular University benefits, except sick leave and vacation accrual, continue with a Supplemental appointment.

PAR Report

Personnel Actions Effective Through February 28, 2021

Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
Leave of Absence								
No Leave of Absence for This Report								
New Hires								
Retention, Off of	Abrams, Jordan	02/01/2021	06/30/2021	Retention Specialist & Academic Advisor/Lecturer	12	\$ 35,090.00	Full-Time Fixed, Probationary	New Hire
Nursing	Barnett, Carrie	01/04/2021		Visiting Assistant Professor of Nursing	9	\$ 55,000.00	Full-Time Fixed	New Hire
Football/Athletics	Bivin, L. Harris	01/04/2021	12/31/2021	Assistant Football Coach	12	\$ 38,000.00	Full-Time Fixed, Probationary	New Hire
Honors Program	Cantrell, Skyler	01/16/2021	06/30/2021	Program Specialist (Honors Program)	12	\$ 13.67	Full-Time Fixed, Probationary	New Hire
Agricultural Sciences	Collick, Amy	01/04/2021		Assistant Professor, Precision Agriculture/Agritech	9	\$ 50,000.00	Full-Time Standing	New Hire
School of Business Admin	Fatten, Kimberly	01/04/2021		Assistant Professor, Accounting	9	\$ 125,000.00	Full-Time Standing	New Hire
Craft Academy Student Services	Fouts, Benjamin	02/16/2021	06/30/2021	Craft Academy Enrollment Services Counselor	12	\$ 14.97	Full-Time Fixed, Probationary	New Hire
Enrollment Services	Handley, Asiah	02/01/2021	06/30/2021	Enrollment Services Counselor/Internal Services	12	\$ 14.97	Full-Time Fixed, Probationary	New Hire
University Advancement	Hesterberg, Richard (Rick)	01/16/2021	06/30/2021	Senior Assistant Vice President for Strategic Communications and Branding	12	\$ 110,000.00	Full-Time Fixed, Probationary	New Hire
Retention, Off of	Hinds, Caleb	01/16/2021	06/30/2021	Retention Specialist & Academic Advisor	12	\$ 35,090.00	Full-Time Fixed, Probationary	New Hire
Grounds & General Services	Hood, Larry	01/25/2020	06/30/2021	Bus Driver/Project Coordinator	12	\$ 14.50	Full-Time Fixed, Probationary	New Hire
Space Science Center	McNeil, Sean	12/16/2020	06/30/2021	Space Systems Engineer - Software	12	\$ 50,040.00	Full-Time Fixed, Probationary	New Hire
Craft Academy Student Services	Orick, Amanda	02/01/2021	06/30/2021	Craft Academy Enrollment Services Counselor	12	\$ 14.97	Full-Time Fixed, Probationary	New Hire
Building Maintenance	Parker, Rocky	02/16/2021	06/30/2021	HVAC Technician	12	\$ 16.92	Full-Time Fixed, Probationary	New Hire
Phy, Earth Sci & Space Syst Eng	Romero Valero, Ingrid Carolina	01/04/2021	06/30/2021	Post-doctoral Associate	12	\$ 36,000.00	Full-Time Fixed, Probationary	New Hire
Soccer, Women's/Athletics	Smith, Lauren	01/04/2021	12/31/2021	Assistant Women's Soccer Coach	12	\$ 31,137.00	Full-Time Fixed, Probationary	New Hire
Music, Theatre & Dance	Stites, Nathan	01/19/2021	05/14/2021	Instructor of Music - Piano	9	\$ 20,000.00	Full-Time Fixed	New Hire
MSU Police Department	Whitley, Leah	01/04/2021	06/30/2021	Police Officer	12	\$ 14.97	Full-Time Fixed, Probationary	New Hire
Promotions								
Upward Bound Programs	Adams, Shalyn	01/01/2021	06/30/2021	Associate Director, Upward Bound Programs (East)	12	\$ 39,334.00	Full-Time Fixed, Probationary	Promotion
Football/Athletics	Butler, Kylan	01/18/2021	12/31/2021	Assistant Football Coach	12	\$ 40,000.00	Full-Time Fixed, Probationary	Promotion
Football/Athletics	Stoudt, Cole	01/18/2021	12/31/2021	Assistant Football Coach	12	\$ 36,000.00	Full-Time Fixed, Probationary	Promotion
Football/Athletics	Strobel, Andrew	01/18/2021	12/31/2021	Assistant Football Coach	12	\$ 55,000.00	Full-Time Fixed, Probationary	Promotion
Plan, Perf & Effect, Off Asst VP	Varney, Carrie	01/01/2021		Senior Database Research Analyst	12	\$ 44,686.00	Full-Time Standing, Probationary	Promotion
Reassignments								
Human Resources	Atkins, Caroline	12/01/2020	06/30/2021	Interim Director, Office of Human Resources	12	\$ 100,000.00	Full-Time Fixed	Reassignment; Title Change; Interim Appt.
Provost & VP, Off	Jackson, Emily Jo	01/16/2021		Assistant to the Provost	12	\$ 35,568.00	Full-Time Standing, Probationary	Reassignment; Title Change; Salary Adjustment
Camden Carroll Library	Sievert, Stacy	12/16/2020		Coordinator of Programs and Initiatives (CCL)	12	\$ 18.24	Full-Time Standing, Probationary	Reassignment; Title Change
Camden Carroll Library	Watkins, Rodney	01/05/2021		Systems & Acquisitions Librarian	12	\$ 51,040.00	Full-Time Standing	Reassignment; Title Change; Salary Adjustment
Renewals								
Women's Volleyball/Athletics	Becker, Kyrsten	01/01/2021	12/31/2021	Associate Head Women's Volleyball Coach	12	\$ 41,500.00	Full-Time Fixed	Renewal
Sociology, SW & Criminology	Blackshear, Greg	11/01/2020	03/30/2021	Research Assistant	12	\$ 17.29	Full-Time Fixed	Renewal; Update Grant Account
Football/Athletics	Brinson, Anthony	01/01/2021	12/31/2021	Assistant Football Coach - Defensive Coordinator	12	\$ 52,000.00	Full-Time Fixed	Renewal
Football/Athletics	Butler, Kylan	01/01/2021	12/31/2021	Assistant Football Coach	12	\$ 35,000.00	Full-Time Fixed	Renewal
Sociology, SW & Criminology	Hogge, Jean	01/15/2021	06/29/2021	Data Coordinator	12	\$ 15.09	Full-Time Fixed	Renewal; Update Grant Accounts
Sociology, SW & Criminology	Hogge, Jean	12/30/2021	01/14/2021	Data Coordinator	12	\$ 15.09	Full-Time Fixed	Renewal; Update Grant Accounts
Sociology, SW & Criminology	Jones, Afton	01/15/2021	09/29/2021	Extramural Project Leader - MCCC & CAC	12	\$ 23.08	Full-Time Fixed	Renewal; Update Grant Accounts
Sociology, SW & Criminology	Jones, Afton	12/30/2020	01/14/2021	Extramural Project Leader - MCCC & CAC	12	\$ 23.08	Full-Time Fixed	Renewal; Update Grant Accounts

PAR Report

Personnel Actions Effective Through February 28, 2021

Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
Renewals (Cont.)								
Women's Soccer/Athletics	Lipka, Warren	01/01/2021	12/31/2021	Head Women's Soccer Coach	12	\$ 55,000.00	Full-Time Fixed	Renewal
Women's Volleyball/Athletics	Martin, Sarah	01/01/2021	06/30/2021	Assistant Women's Volleyball Coach	12	\$ 32,000.00	Full-Time Fixed	Renewal
Sociology, SW & Criminology	Newell, Jennifer	11/30/2020	05/30/2021	Extramural Project Leader - VOALA	12	\$ 23.08	Full-Time Fixed	Renewal; Update Grant Account
English	Potter, David	01/01/2021	02/28/2021	Post Doctoral Research Associate	12	\$ 9,709.34	Full-Time Fixed	Renewal
Football/Athletics	Soucy, Andrew	01/01/2021	12/31/2021	Assistant Football Coach	12	\$ 34,000.00	Full-Time Fixed	Renewal
Football/Athletics	Strobel, Andrew	01/01/2021	12/31/2021	Associate Head Football Coach	12	\$ 40,000.00	Full-Time Fixed	Renewal
Football/Athletics	Tenyer, Robert	01/01/2021	12/31/2021	Head Football Coach	12	\$ 120,000.00	Full-Time Fixed	Renewal
Separations								
Grounds & General Services	Adkins, Jeffrey	01/07/2021		General Service Worker	12	\$ 9.21	Full-Time Standing	Resignation
Retention, Off of	Blankenbuehler, Marlene	01/31/2021		Retention Specialist & Academic Advisor	12	\$ 36,969.00	Full-Time Standing	Resignation
Football/Athletics	Brinson, Anthony	12/18/2020		Assistant Football Coach - Defensive Coordinator	12	\$ 52,000.00	Full-Time Fixed	Resignation
Tutoring & Learning Center/First Year Semina	Chandler, Hunter	12/31/2020		Coordinator of Tutoring Services/Instructor	12	\$ 32,990.00	Full-Time Fixed	Resignation
Agricultural Sciences	Clymer, Zachery	02/05/2021		Horticulture, Fruit & Orchard Specialist (University Lab Farm)	12	\$ 26,664.00	Full-Time Standing	Resignation
Biology & Chemistry	David, Samuel	12/15/2020		Assistant Professor of Chemistry	9	\$ 50,000.00	Full-Time Standing	Resignation
Equestrian Program	Gauche, Randy	12/30/2020		Clinician of Equine Science/Instructor	12	\$ 29,188.00	Full-Time Standing	Resignation
Camden Carroll Library	Griffith, Jason	01/04/2021		Systems & Acquisitions Librarian	12	\$ 51,040.00	Full-Time Standing	Resignation
MSU Police Department	James, David	12/02/2020		Police Officer	12	\$ 14.97	Full-Time Standing	Resignation
Housing & Residential Education	Jones, Mauricus	02/15/2021		Hall Director	12	\$ 35,568.00	Full-Time Fixed	Resignation
Small Business Development Ctr	Murphy, Mark	01/08/2021		Director, Small Business Development Center	12	\$ 55,391.00	Full-Time Fixed	Resignation
Dept of Engineering and Technology Mgt	Singh, Dara	02/17/2021		Postdoctoral Researcher	12	\$ 40,000.00	Full-Time Fixed	Resignation
Craft Academy Student Services	Stamper, Jessica	01/15/2021		Assistant Director of Admissions, Public Relations & Recruitment	12	\$ 39,334.00	Full-Time Fixed	Resignation
Football/Athletics	Stoudt, Cole	01/21/2021		Assistant Football Coach	12	\$ 36,000.00	Full-Time Fixed, Probationary	Resignation
Craft Academy Student Services	Woodall, Sarah	01/04/2021		Craft Academy Enrollment Services Counselor	12	\$ 14.97	Full-Time Fixed	Resignation
Budgets & Financial Planning	Baldrige, Dana	12/31/2020		Associate Director, Budgets & Financial Planning	12	\$ 71,958.00	Full-Time Standing	Retirement
MSUTeach	Cundiff, Mona	12/31/2020		Office Assistant - MSUTeach	12	\$ 12.73	Full-Time Standing	Retirement
School of Business Admin	Hunsucker, Keithel	12/31/2020		Instructor of Accounting	12	\$ 85,889.00	Full-Time Fixed	Retirement
Craft Academy Student Services	Porter, Brenda	12/31/2020		Craft Academy Activities and Event Coordinator	12	\$ 35,568.00	Full-Time Fixed	Retirement
Music, Theatre & Dance	Taylor, Paul	12/31/2020		Associate Professor - Music	9	\$ 59,099.00	Full-Time Standing	Retirement
Other Personnel Actions								
Financial Aid	McKinney, Alisha	12/16/2020	12/16/2020	Financial Aid Counselor/Analyst	12	\$ 17.18	Full-Time Standing	Advanced Degree Increase
Communications & Marketing	Robinson, Rianna	02/01/2021		Content Specialist	12	\$ 18.87	Full-Time Standing	Advanced Degree Increase
Carl Perkins Vocational Ctr	Walker, Elizabeth	10/07/2020		Child Care Center Director (CDPVTC)	12	\$ 400.00	Full-Time Fixed	Advanced Degree Increase/One Time Bonus
Craft Academy	Rogers, Rachel	07/02/2020	06/30/2021	Instructor, Craft QEP Director	12	\$ 64,401.00	Full-Time Fixed	Department Name Change
Small Business Development Ctr	Bowling, Rachel	01/11/2021	03/15/2021	Interim Director, Small Business Development Center	12	\$ 55,391.00	Full-Time Fixed	Interim Appointment
Sociology, SW & Criminology	Logan, Tammy	12/18/2020		Project Director Training Resource Center	12	\$ 42,233.00	Full-Time Fixed	Layoff (Grant Funds Ended)
Sociology, SW & Criminology	Birdwhistell, Shira	01/01/2021	07/30/2021	Extramural Project Leader - MCCC & CAC	12	\$ 23.08	Full-Time Fixed	Moving from Part-Time to Full-Time
Sociology, SW & Criminology	McCauley, Alicia	01/15/2021	07/30/2021	Data Coordinator	12	\$ 14.97	Full-Time Fixed	Moving from Part-Time to Full-Time
Space Science Center	Moustafa, Seifalla	12/16/2020	06/30/2021	Space Systems Engineer - Software	12	\$ 50,040.00	Full-Time Fixed, Probationary	Moving from Part-Time to Full-Time
Football/Athletics	Ross, Thomas	02/23/2021	12/31/2021	Assistant Football Coach	12	\$ 36,000.00	Full-Time Fixed, Probationary	Moving from Part-Time to Full-Time
Football/Athletics	White, Daniel	02/01/2021	12/31/2021	Assistant Football Coach	12	\$ 34,000.00	Full-Time Fixed, Probationary	Moving from Part-Time to Full-Time

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Personnel Actions Effective Through February 28, 2021

Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
Other Personnel Actions (Cont.)								
Department of Technology Management	Joshi, Nilesh	11/16/2020		Professor of Engineering & Technology Management	9	\$ 75,000.00	Full-Time Standing	Salary Adjustment
Retention, Off of	Baldwin, Farrah	02/01/2021		Retention Specialist & Academic Advisor/Lecturer	12	\$ 43,141.00	Full-Time Standing	Title Change
Retention, Off of	Barber, Michelle	02/01/2021		Director of Retention & Academic Advising /Lecturer	12	\$ 61,430.00	Full-Time Standing	Title Change
Career Services	Boone, Megan	02/01/2021		Director, Career Services/Lecturer	12	\$ 52,140.00	Full-Time Standing	Title Change
Retention, Off of	Boyd, Risa	02/01/2021		Retention Specialist & Academic Advisor/Lecturer	12	\$ 35,090.00	Full-Time Standing	Title Change
Retention, Off of	Butler, Topaz	02/01/2021	06/30/2021	Degree Completion Coach/Lecturer	12	\$ 32,990.00	Full-Time Fixed	Title Change
UG Educ & Student Success	Couch, Laurie	12/03/2020		Associate Provost for Undergraduate Education and Student Success/Associate Professor, Psychology	12	\$ 128,000.00	Full-Time Standing	Title Change
Academic Advising & Retention	Craig, Dennis	02/01/2021		Retention Specialist/Eagle Success Program Coordinator/Lecturer	12	\$ 44,721.00	Full-Time Standing	Title Change
Retention, Off of	Crail, Stephen	02/01/2021		Retention Specialist & Academic Advisor/Lecturer	12	\$ 42,056.00	Full-Time Standing	Title Change
Comm. Media & Languages	Creekmore, Timothy	02/01/2021		Studio Supervisor/Mass Communication Lab Manager/Lecturer	12	\$ 54,715.00	Full-Time Standing	Title Change
Agricultural Sciences	Dement, Michael	02/01/2021		Clinician Agricultural Science & Lecturer (University Laboratory Farm)	12	\$ 29,188.00	Full-Time Standing	Title Change
Retention, Off of	Fife, Jana	02/01/2021	06/30/2021	Degree Completion Coach/Lecturer	12	\$ 32,990.00	Full-Time Fixed	Title Change
Music, Theatre & Dance	Hayes, William	02/01/2021		Technical Director/Scene Shop Supervisor-Lecturer of Theatre	12	\$ 47,500.00	Full-Time Standing	Title Change
Retention, Off of	Hinds, Caleb	02/01/2021	06/30/2021	Retention Specialist & Academic Advisor/Lecturer	12	\$ 35,090.00	Full-Time Fixed, Probationary	Title Change
QEP - Education Abroad	Hirsch, Aaron	02/01/2021	06/30/2021	Coordinator of Education Abroad/Lecturer	12	\$ 35,568.00	Full-Time Fixed	Title Change
Retention, Off of	Hogge, Amanda	02/01/2021		Retention Specialist & Academic Advisor/Lecturer	12	\$ 35,090.00	Full-Time Standing	Title Change
Retention, Off of	Jent, Cindy	02/01/2021		Retention Specialist & Academic Advisor/Lecturer	12	\$ 44,163.00	Full-Time Standing	Title Change
Retention, Off of	Jordan, Lauren	02/01/2021	06/30/2021	Retention Specialist & Academic Advisor/Lecturer	12	\$ 35,090.00	Full-Time Fixed	Title Change
Retention, Off of	King, Laura	02/01/2021		Retention Specialist & Academic Advisor/Lecturer	12	\$ 35,090.00	Full-Time Standing	Title Change
Academic Advising & Retention	Larson, Sara	02/01/2021		Associate Director of Retention & Academic Advising/Lecturer	12	\$ 56,987.00	Full-Time Standing	Title Change
Retention, Off of	Lord, Annelle	02/01/2021		Retention Specialist & Academic Advisor/Lecturer	12	\$ 35,090.00	Full-Time Standing	Title Change
QEP - Service Learning	Mason, Sandra	02/01/2021		Coordinator of Service Learning/Lecturer	12	\$ 43,302.00	Full-Time Standing	Title Change
Career Services	Mattox, Katherine	02/01/2021	06/30/2021	Career Coach/Lecturer	12	\$ 35,090.00	Full-Time Fixed	Title Change
Career Services	Murphy, Jacob	02/01/2021	06/30/2021	Career Development Advisor/Lecturer	12	\$ 37,454.00	Full-Time Fixed	Title Change
Academic Advising & Retention	Prellberg, Evan	02/01/2021	06/30/2021	Coordinator of Undergraduate Research/Lecturer	12	\$ 43,141.00	Full-Time Fixed	Title Change
Retention, Off of	Rucker, Laura	02/01/2021		Retention Specialist & Academic Advisor/Lecturer	12	\$ 35,090.00	Full-Time Standing	Title Change
Music, Theatre & Dance	Scott, Rebecca	02/01/2021		Costume Shop Supervisor/Lecturer of Theatre	12	\$ 48,750.00	Full-Time Standing	Title Change
Retention, Off of	Spencer, Barbara	02/01/2021		Retention Specialist & Academic Advisor/Lecturer	12	\$ 37,317.00	Full-Time Standing	Title Change
Retention, Off of	Stevens, Tina	02/01/2021		Retention Specialist & Academic Advisor/Lecturer	12	\$ 36,893.00	Full-Time Standing	Title Change
Football/Athletics	Strobel, Andrew	08/11/2020	12/31/2020	Associate Head Football Coach	12	\$ 40,000.00	Full-Time Fixed	Title Change
Financial Aid	Lowe, Sabra	01/16/2021		Financial Aid Counselor	12	\$ 16.92	Full-Time Standing, Probationary	Voluntary Demotion

Total Appointment Status Actions: 104

Supplementals Report

Personnel Actions Effective Through February 28, 2021

Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action	Notation
Athletics	Genung, Dylan	01/25/2021	05/31/2021	Strength & Conditioning Coach	N/A	\$4,644.68	Part-Time	Additional Duties	Oversight of Athletes Assigned to Training Area
Dean, Arts, Humanities & SS	Grimes, Connie	01/19/2021	05/07/2021	Instructor, CIS	9	\$2,100.00	Full-Time Fixed	Other	Teaching 3 Credit Hours
Dean, Arts, Humanities & SS	Dennis, Craig	01/19/2021	05/07/2021	Retention Specialist/Eagle Success Project Coordinator	12	\$2,100.00	Full-Time Standing	Other	Teaching 3 Credit Hours
Craft Academy Student Services	Hardymon, Joshua	01/16/2021	04/30/2021	Assistant Director Residence Life/Enrollment Services Counselor	12	\$3,500.00	Full-Time Standing	Additional Duties	Duties of Assistant Director Admissions, Public Relations & Recruitment
Nursing	Parsons, Lynn	11/09/2020	11/09/2020	Department Chair, Nursing/Professor	12	\$400.00	Full-Time Standing	Other	Clinical Assistance COVID Screening
Communications, Media & Languages	Bycura, Miescha	01/19/2021	05/07/2021	Instructor, Spanish	9	\$2,100.00	Full-Time Fixed	Overload	3 Credit Hours
Communications, Media & Languages	Manis, Randy	01/19/2021	05/07/2021	Instructor, Communications	9	\$2,100.00	Full-Time Fixed	Overload	3 Credit Hours
Communications, Media & Languages	LaFleur, Gary	01/19/2021	05/07/2021	Associate Professor, Speech	9	\$2,100.00	Full-Time Standing	Overload	3 Credit Hours
Communications, Media & Languages	Hannon, James	01/19/2021	05/07/2021	Publications Writer	12	\$2,100.00	Full-Time Standing	Other	Teaching 3 Credit Hours
English	Mascle, Deanna	12/02/2020	12/18/2020	Instructor, English	9	\$1,902.00	Full-Time Fixed	Grant Work	Grant Administration
Engineering & Technology Management	Joshi, Nilesh	01/15/2021	05/07/2021	Assistant Professor, Engineering & Technology Management	9	\$6,000.00	Full-Time Standing	Additional Duties	Engineering & Technology Management
Engineering & Technology Management	Hunt, Jarred	01/19/2021	05/07/2021	Police Supervisor(Lieutenant)	12	\$4,200.00	Full-Time Standing	Other	Teaching 6 Credit Hours
Early Child, Elem & Spec Educ	Martin, Tamala	01/19/2021	05/07/2021	Instructor, Education	9	\$160.80	Full-Time Fixed	Over the Road	Ashland/Prestonsburg
Faculty-Senate	DeHart, Brenda	12/03/2020	06/30/2021	Academic Department Specialist (DCML/DENG)	12	\$27.51	Full-Time Standing	Additional Duties	Secretary, Faculty Senate
Foundational & Grad Stud Educ	Session, Silas	12/01/2020	12/01/2020	Visiting Assistant Professor/Director, Military Science	12	\$400.00	Full-Time Fixed	Grant Work	Eagle Black Male Mentors
First Year Programs	Pace, Lora	01/01/2021	06/30/2021	Director, First Year Programs	12	\$2,000.00	Full-Time Standing	Additional Duties	Lead Title IX Coordinator for Students
First Year Programs	Porter, Daniel	12/02/2020	12/18/2020	Instructor, English	9	\$125.00	Full-Time Fixed	Other	Assisted in Grading FYS 101 Student General Ed Program
First Year Programs	Conroy, Christina	12/02/2020	12/18/2020	Associate Professor, Philosophy	9	\$187.50	Full-Time Standing	Other	Assisted in Grading FYS 101 Student General Ed Program
First Year Programs	Dobranski, J	12/02/2020	12/18/2020	Associate Professor, Mathematics	9	\$200.00	Full-Time Standing	Other	Assisted in Grading FYS 101 Student General Ed Program
First Year Programs	Hare, Janelle	12/02/2020	12/18/2020	Professor, Biology	9	\$200.00	Full-Time Standing	Other	Assisted in Grading FYS 101 Student General Ed Program
First Year Programs	Scott, Alana	12/02/2020	12/18/2020	Associate Professor, History	9	\$125.00	Full-Time Standing	Other	Assisted in Grading FYS 101 Student General Ed Program
Football/Athletics	Tenyer, Robert	12/15/2020	12/15/2020	Head Football Coach	12	\$2,090.11	Full-Time Fixed	Other	Vehicle Allowance
Grounds & General Services	Steagall, Eric	01/04/2021	06/30/2021	Motor Pool Supervisor	12	\$1.21	Full-Time Standing	Other	Supervisory Duties
Health Care Leadership	Nataraj, Sam	01/12/2021	02/09/2021	Associate Dean, School of Business Administration/Professor CIS	12	\$3,000.00	Full-Time Standing	Other	Completion of Module 4 Health Care Leadership Certificate Program
Health Care Leadership	Nelson, Jonathan	10/27/2020	12/01/2020	Dean, Smith College of Business Technology/Associate Professor, Management	12	\$3,000.00	Full-Time Standing	Other	Completion of Third Learning Module, 2020-2021 Healthcare Leadership Certificate Program
Housing & Res Educ	Bertrand, Bellande	12/01/2020	12/01/2020	Hall Director	12	\$400.00	Full-Time Fixed	Grant Work	Eagle Black Male Mentors
Hist, Phil, Pol, I'nt & Legal	Scott, Alana	12/10/2020	12/10/2020	Associate Professor, History	9	\$187.94	Full-Time Standing	Other	Evaluation Prior Learning Student Portfolio
INLP	Bowling, Rachel	01/01/2021	03/31/2021	Interim Director, Small Business Development Center	12	\$3,000.00	Full-Time Fixed	Additional Duties	Innovation Launchpad Director
Kentucky Folk Art Center	Yungbluth, Melissa	10/15/2020	06/30/2021	Instructor, Art Design/Director of Golding-Yang Art Gallery	9	\$1,500.00	Full-Time Fixed	Other	Curating Gallery and Collaboration on Videos
Kentucky Folk Art Center	Finch, Julia	10/15/2020	06/30/2021	Professor, Art History	9	\$2,000.00	Full-Time Standing	Other	Kentucky Folk Art Center Director
Kentucky Folk Art Center	Hawkins, Susan	10/15/2020	06/30/2021	Instructor, Art Education/Outreach Educator	9	\$1,500.00	Full-Time Fixed	Other	Outreach Activities for Regional Schools
Kentucky Folk Art Center	Middleton, Steven	10/15/2020	06/30/2021	Instructor of Mass Communications	9	\$1,500.00	Full-Time Fixed	Other	Production of 5 Videos for Kentucky Folk Art Center
Kinesiology, Hlth, & Imag Scie	Dixon, Benjamin	01/19/2021	05/07/2021	Head Cross Country & Track Coach	12	\$2,100.00	Full-Time Fixed	Other	Teaching 3 Credit Hours
Library Instruction	Watkins, Rodney	01/19/2021	05/07/2021	Systems Librarian	12	\$700.00	Full-Time Standing	Other	Teaching 1 Credit Hour
Library Instruction	Watkins, Rodney	01/19/2021	05/07/2021	Systems Librarian	12	\$2,100.00	Full-Time Standing	Other	Teaching 3 Credit Hours
Music, Theatre & Dance	Biggs-Fleck, Octavia	01/13/2021	05/14/2021	Little Company Director	N/A	\$3,100.00	Part-Time	Additional Duties	Teaching 3.25 Credit Hours
Nursing	Hall, Lalona	01/19/2021	05/07/2021	Clinical Instructor	N/A	\$2,000.00	Part-Time	Additional Duties	Additional 2 Credit Hour Course
Nursing	Myers, Kodi	01/19/2021	03/12/2021	Lecturer	N/A	\$2,000.00	Part-Time	Additional Duties	Additional 2 Credit Hour Course
Nursing	Cloud, Merry-Jo	11/09/2020	11/09/2020	Simulation Specialist/Instructor	9	\$400.00	Full-Time Standing	Other	Clinical Assistance COVID Screening
Nursing	Wallace, Lisa	11/09/2020	11/09/2020	Assistant Professor, Nursing	9	\$400.00	Full-Time Standing	Other	Clinical Assistance COVID Screening
Nursing	Mays, Lucille	11/09/2020	11/09/2020	Professor, Nursing/Online Programs Coordinator	10	\$400.00	Full-Time Standing	Other	Clinical Assistance COVID Screening
Budgets, & Financial Planning	Cooper, Jessica	12/01/2020	01/31/2021	Budget Analyst	12	\$1,146.39	Full-Time Standing	Additional Duties	Assisting Human Resources
Diversity, Off. Of	Finch, Julia	01/01/2021	05/31/2021	Associate Professor, Art History	12	\$1,000.00	Full-Time Standing	Other	Inclusion Ambassador-Lead CoE Diversity Training
Diversity, Off. Of	Jones, Taunya	01/01/2021	05/31/2021	Special Event Planning Manager	12	\$1,000.00	Full-Time Standing	Other	Inclusion Ambassador-Lead CoE Diversity Training
Diversity, Off. Of	Miller, April	01/01/2021	05/31/2021	Department Chair, Early Child, Elem & Spec Educ/Professor	12	\$1,000.00	Full-Time Standing	Other	Inclusion Ambassador-Lead CoE Diversity Training
Diversity, Off. Of	Stapleton, Samuel	01/01/2021	05/31/2021	Instructor Management	12	\$1,000.00	Full-Time Standing	Other	Inclusion Ambassador-Lead CoE Diversity Training
President, Office	Sexton, Gabria	12/22/2020	12/28/2020	Administrative Assistant to Associate Provost	12	\$25.38	Full-Time Standing	Other	Answering and Directing Calls Over Winter Break (2 days)
President, Office	Lowe, Sabra	12/01/2020	12/21/2020	Assistant to Provost	12	\$165.00	Full-Time Standing	Other	Answering and Directing Calls Over Winter Break (1 days)
President, Office	Beckham, Leslie	02/08/2021	06/30/2021	Assistant Professor, Education/Academic Director Eagle Scholar	9	\$10,842.00	Full-Time Standing	Other	Assisting President with Strategic Initiatives
President, Office	Calvert, Donna	12/23/2020	12/31/2020	Administrative Assistant	12	\$27.51	Full-Time Standing	Other	Work During Winter Break
Procurement Services	Stone, Andrea	01/01/2021	06/30/2021	Director, Procurement Services	12	\$10,000.00	Full-Time Standing	Additional Duties	Deputy Title IX Coordinator
QEP (Quality Enhancement Plan)	Couch, Laurie	08/10/2020	06/30/2021	Associate Provost, Undergraduate Education & Student Success	12	\$7,500.00	Full-Time Standing	Additional Duties	QEP Development & Report Generation
Recreation & Wellness	Stack, Courtney	11/30/2020	01/15/2020	Graduate Assistant	N/A	\$14.71	Graduate Assistant	Grant Work	Work During Winter Break
School of Business Admin	Nehring, Daniel	08/17/2020	11/24/2020	Instructor, Management	9	\$2,100.00	Full-Time Fixed	Overload	3 Credit Hours
Space Science Center	Fite, Nathan	12/19/2020	01/03/2021	Instructor Space Science Engineering	12	\$2,976.04	Full-Time Fixed	Grant Work	Integration and Testing of Lunar IceCube Spacecraft
Space Science Center	Newsome, Emily	11/30/2020	01/15/2020	Graduate Assistant	N/A	\$2,647.80	Graduate Assistant	Additional Duties	Lunar IceCube Work During Winter Break
Space Science Center	Pesa, Pat	11/30/2020	01/15/2020	Graduate Assistant	N/A	\$2,647.80	Graduate Assistant	Additional Duties	Lunar IceCube Work During Winter Break
Space Science Center	Smith, Christo	11/30/2020	01/15/2020	Graduate Assistant	N/A	\$2,647.80	Graduate Assistant	Additional Duties	Lunar IceCube Work During Winter Break
Space Science Center	Ballantyne, Emily	11/30/2020	01/15/2021	Graduate Assistant	N/A	\$2,647.80	Graduate Assistant	Additional Duties	Lunar IceCube Work During Winter Break
Space Science Center	Malphurs, Ben	12/19/2021	01/03/2021	Professor, Space Science/Executive Director Space Science Center	12	\$6,692.31	Full-Time Standing	Grant Work	Management Duties for Lunar IceCube & DSS-17

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Personnel Actions Effective Through February 28, 2021

Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action	Notation
Space Science Center	Holbrook, Amanda	12/19/2020	01/03/2021	Ground Station Manager/Scheduler	12	\$2,542.27	Full-Time Standing	Grant Work	Program Management for Lunar IceCube & DSS-17
Space Science Center	Combs, Michael	12/19/2020	01/03/2021	Research Engineer (Spacecraft Systems)	12	\$2,923.08	Full-Time Standing	Grant Work	Work on DSS-17
Space Science Center	Kruth, Jeffrey	12/19/2020	01/03/2021	Space Science Antenna Engineer	12	\$3,330.17	Full-Time Standing	Grant Work	Work on DSS-17
Sociology, SW & Criminology	Williams, Mary Claire	01/19/2021	05/07/2021	Instructor/Facilitator of Social Work	12	\$2,100.00	Full-Time Fixed	Overload	3 Credit Hours
Sociology, SW & Criminology	Perkins, Elizabeth	01/19/2021	05/15/2021	Associate Professor, Criminology	9	\$4,200.00	Full-Time Standing	Overload	6 Credit Hours
Sociology, SW & Criminology	Blankenship, Angela	08/17/2020	12/02/2020	Instructor, Social Work	9	\$208.00	Full-Time Fixed	Over the Road	Ashland
Sociology, SW & Criminology	Geurin, Lynn	08/16/2020	12/02/2020	Associate Professor, Sociology	9	\$98.00	Full-Time Standing	Over the Road	Ashland
Sociology, SW & Criminology	Hardesty, Constance	01/19/2021	05/15/2021	Associate Professor, Sociology	9	\$900.00	Full-Time Standing	Overload	SOC 645-301 Prorated for Less Than Full-Time Enrollment
Sociology, SW & Criminology	Nutter, April	01/19/2021	05/07/2021	Web Digital Marketing Director	12	\$2,100.00	Full-Time Standing	Other	Teaching 3 Credit Hours
Grant Funded	Fitzpatrick, Benjamin	12/01/2020	12/01/2020	Visiting Assistant Professor, History	9	\$400.00	Full-Time Fixed	Grant Work	Eagle Black Male Mentors
Grant Funded	Butler, Kylan	12/01/2020	12/01/2020	Assistant Football Coach	12	\$400.00	Full-Time Fixed	Grant Work	Eagle Black Male Mentors
Grant Funded	Jones, Mauricus	12/01/2020	12/01/2020	Hall Director	12	\$400.00	Full-Time Fixed	Grant Work	Eagle Black Male Mentors
Grant Funded	Mattox, Johnathan	12/01/2020	12/01/2020	Assistant Basketball Coach	12	\$400.00	Full-Time Fixed	Grant Work	Eagle Black Male Mentors
Grant Funded	White, Daniel	12/01/2020	12/01/2020	Assistant Football Coach	N/A	\$400.00	Part-Time	Grant Work	Eagle Black Male Mentors

Total Appointment Status Actions: 74

Roster Positions Summary
2/28/2021

	July 1 Positions	Position Adjustments	Current Positions	Current Positions Filled	Current Percentage Filled
Office of the President	14.07	(2.00)	12.07	12.00	99.42%
Division of University Advancement	24.58	-	24.58	24.58	100.00%
Division of Administration and Fiscal Services	72.68	-	72.68	68.18	93.81%
Facilities Management	87.75	(2.74)	85.01	83.01	97.65%
Division of Student Affairs	137.88	(3.00)	134.88	129.58	96.07%
Division of Academic Affairs	46.08	(0.58)	45.50	37.00	81.32%
Caudill College of Arts, Humanities & Social Sciences	119.84	-	119.84	114.91	95.89%
Smith College of Business and Technology	46.42	-	46.42	45.42	97.85%
Volgenau College of Education	48.90	-	48.90	48.40	98.98%
College of Science	141.65	-	141.65	132.15	93.29%
Undergraduate Education & Student Success	27.23	0.17	27.40	24.20	88.32%
Regional Education & Outreach	6.50	-	6.50	5.50	84.62%
Camden-Carroll Library	22.00	-	22.00	19.00	86.36%
	795.58	(8.15)	787.43	743.93	94.48%

Note: Positions are expressed in terms of full-time equivalency.

Recommendation:

That the Board of Regents approve the granting of tenure to those who are associate professors for the following faculty member with the issuance of her contract for the 2021-2022 year:

Dr. Delar Singh, Associate Professor of Education

Background:

Faculty members are responsible for developing their own tenure portfolios for submission to their peers and administrative supervisors for analysis and review during the first semester of the last year of their probationary period. These portfolios are reviewed by departmental committees, as well as by the candidate's department chair/associate dean and college dean. The University Tenure Committee receives and reviews the recommendations from these peer groups and administrators and forwards its recommendations to the Provost. The President, based upon recommendations from the Provost, submits his recommendations to the Board of Regents.

Recommendation:

That the Board of Regents approve the granting of tenure and promotion to those who are assistant professors to the associate professor rank for the following faculty members with the issuance of their contracts for the 2021-2022 year:

Dr. Christopher Beckham, Assistant Professor of Education/Academic Director Eagle Scholar

Dr. David Long, Assistant Professor Education

Dr. Jorge Ortega Moody, Assistant Professor of Engineering & Technology Management

Dr. Robyn Moore, Assistant Professor of Photography

Background:

Assistant professors who successfully gain tenure are automatically promoted to the rank of associate professor without further review by the University Promotion Committee. Faculty members are responsible for developing their own tenure portfolios for submission to their peers and administrative supervisors for analysis and review during the first semester of the last year of their probationary period. These portfolios are reviewed by departmental committees, as well as by the candidate's department chair/associate dean and college dean. The University Tenure Committee receives and reviews the recommendations from these peer groups and administrators and forwards its recommendations to the Provost. The President, based upon recommendations from the Provost, submits his recommendations to the Board of Regents.

**APPROVE POLICY MODIFICATION
FOR CHOICE ON TENURE DELAY**

**BOR (VI-A-8)
March 25, 2021**

Recommendation:

That the Board of Regents approve the policy modification for choice on tenure delay.

Background:

The Board of Regents acknowledges that the COVID-19 pandemic may have caused faculty serving their probationary tenure period to have undue challenges beyond their control, and that those challenges could affect their preparation for tenure consideration in the future. Current MSU personnel policies outline that the tenure consideration process is a 6-year process.

As one-time departure from the current 6-year policy, and based upon the recommendation from the president, the Board approves probationary faculty on tenure track to request that they be considered for up to two years of additional time for tenure preparation and portfolio submission. A faculty member's written request must provide justification for the extension, a request for the number of years to be considered, and must be received by the department chair/associate dean by September 1, 2021. The request subsequently will be reviewed by the departmental tenure committee, departmental chair/associate dean, collegiate dean, and provost. The provost will make a recommendation to the president for final written approval. An extension granted in this aspect does not guarantee a faculty member tenure, rather only an extension for preparation for tenure consideration.



Office of the President

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February 10, 2021

To: Dr. Dirk Grupe, Faculty Senate President

From: Dr. Jay Morgan, President

Re: FS Resolution on 'Choice on Tenure Delay'

I am supportive of the Faculty Senate Resolution on 'Choice on Tenure Delay'. Likewise, the Provost has offered his support of this also.

The attached administrative action form notes that I concur with the Faculty Senate and Provost recommendations, and also notes that this action requires further approval. So, I will plan to place this as an agenda item on the Board of Regents March, 2021 meeting. Should the Board adopt the recommendation, then the Provost can message this to our faculty.

Specifically, Pac-27 notes that tenure is a 6-year probationary process. So, to prevent any ambiguity within the formal tenure process for future candidates, I will recommend to the Board that tenure track/probationary faculty be provided the option to delay up to two years – subject to the recommendation of the bodies noted in the resolution – with final approval by the Provost as a recommendation to me for each. Furthermore, I will request that the Board of Regents motion require faculty requesting an extension do so in writing by September 1, 2021.

Thank you.

**ADMINISTRATIVE ACTION
ON MOTIONS OF THE MSU FACULTY SENATE
2020-2021 ACADEMIC YEAR**

I. MOTION: Resolution on Choice on Tenure Delay

Attachments: Resolution on Choice on Tenure Delay

Date Passed by the Senate:

2021-February-04
Date

Dr. Dirk Grupe
Signature of Faculty Senate President

II. ACTION:

Provost Comments:

I support this resolution.
OK
2/8/21

President

- A. ☐ Motion under consideration – Date _____
- B. ☐ I concur with the motion of the Senate and hereby direct the Faculty Senate or administrative personnel concerned to implement this motion.
- C. ☒ I concur with the motion of the Senate. This motion, however, requires further approval through University channels. I will seek this approval. *Board of Regents consideration, see attached.*
- D. ☐ I concur with the motion of the Senate, with the attached stipulations. *
- E. ☐ I do not concur with the motion of the Senate, for the reasons attached.

III. SIGNATURES:

Jay Thompson 2-11-21
Signature of President Date

*A motion accepted with stipulations is considered approved for implementation upon the Senate's acceptance of the stipulations.

Date of Senate's Acceptance
of Stipulations

Signature of Faculty Senate President

PLEASE RETURN ORIGINAL WITH SIGNATURE AND ATTACHMENTS TO THE FACULTY SENATE

Resolution on the Choice of Tenure Delay

February 4, 2021

Whereas: The COVID-19 public health crisis might disadvantage some tenure-track faculty in their progress toward tenure, and

Whereas: Individuals could experience a wide variety of obstacles and challenges on their progress toward tenure, and

Whereas: FEPs across different programs at Morehead State University vary in specific requirements for faculty to achieve tenure, and

Whereas: An uniform adjustment to pre-tenure timeline would not be fair and equitable to all tenure-track faculty, and

Whereas: Adjustments adopted to the tenure process should not be interpreted as long-term changes to the tenure policies, and

Whereas: Specific policy requirements should be determined in Academic Affairs, therefore,

Be it resolved: That Faculty, through the representative body, Faculty Senate as a whole, ask that any faculty serving their probationary tenure period during the COVID-19 pandemic be given the option to request additional time prior to portfolio submission. Affected faculty may submit a written request with justification. The number of years of service added will be recommended to the Provost by the Department Tenure Committee, the Department Chair/Associate Dean, and the College Dean.

APPROVE SABBATICAL LEAVES, 2021-2022

**BOR (VI-A-9)
March 25, 2021**

Recommendation:

That the Board of Regents approve the granting of sabbatical leaves for the following faculty:

Dr. Jeffrey Hill, Professor of Mass Communication, spring 2022

Dr. Shondrah Nash, Professor of Sociology, spring 2022

Dr. Mee-Ryoung Shon, Professor of Education, spring 2022

Dr. Jeanne Petsch, Professor of Art, spring 2022

Background:

Faculty members desiring sabbatical leaves submit their application to be evaluated by their departmental committee, department chair/associate dean, college dean, and the Excellence in Teaching Committee. These committee evaluations are forwarded to the Provost who recommends to the President for his recommendation to the Board of Regents.

APPROVE 2021-2022 HOUSING RATES

BOR (VI-A-10)
March 25, 2021

Recommendation:

That the Board of Regents approve a freeze on student housing rates effective for the 2021-2022 academic year.

Background:

Student housing rental rates are established to remain competitive with other state universities and the local housing market with similar amenities. To continue with MSU's commitment to provide housing as an affordable option for our students, a rate freeze of student housing rental rates is recommended for the 2021-2022 academic year.

**ACCEPT SECOND QUARTER
FINANCIAL REPORT AND RATIFY
AMENDED OPERATING BUDGET**

**BOR (VI-B-1)
March 25, 2021**

Recommendation:

That the Board accept the financial statements and ratify the operating budget for the second quarter of the fiscal year that will end December 31, 2020.

Background:

The University has a statutory requirement to furnish quarterly financial reports to the Board of Regents. Financial statements have been prepared as of December 31, 2020, the second quarter of the fiscal year ending June 30, 2021. The statements, along with management's discussion and analysis and budget amendment information are attached.

**Morehead State University
Management's Discussion and Analysis
Second Quarter Financial Statements
December 31, 2020**

This discussion and analysis of Morehead State University's financial statements provides an overview of the University's financial activities for the six months that ended on December 31, 2020. The statements and this discussion and analysis have been prepared by Accounting and Financial Services staff.

Using These Financial Statements

This report consists of two basic financial statements. The Statements of Net Position include information about the assets, liabilities, deferred inflows/outflows, and net position of the entire University. The Statements of Revenues, Expenditures and Changes in Net Position provide information about the unrestricted current funds revenues, expenditures and transfers of the University. The statements are prepared on an accrual basis and reflect the results of all transactions that affect the financial status of Morehead State University. These financial statements have not been prepared in full accordance with *Government Accounting Standards Board Statement 35* (GASB 35). Interim statements are prepared using a fund approach to facilitate budget comparisons and management decisions. Year-end statements are prepared in the GASB 35 format.

Financial Highlights

Morehead State University's financial picture remains stable through the second quarter of the 2020-2021 fiscal year. During the period July 1, 2020 through December 31, 2020, the University operated with a surplus of revenues over expenses and transfers in the amount of \$40,823,296. This level of operating surplus is expected at this time, since most of the billings for the Spring 2021 semester are reflected in the tuition and fees revenue and only expenditures through December 31, 2020 are reflected. As the fiscal year proceeds, the variance between revenues and expenditures will continue to decrease and should reflect a more appropriate operating surplus or deficit.

Significant trends and variances for the six months are summarized as follows:

- Total operating revenues decreased approximately \$6.6 million from last year to \$77.6 million. The decrease primarily relates to reductions in tuition and housing revenue due to declines in undergraduate and graduate enrollment.
- The percent of actual operating revenue to budget was 79.34% at December 31, 2020 and 81.51% at December 31, 2019. This percentage would be expected at this time, since most of the billings for the Spring 2021 semester are reflected in revenue.
- Total operating expenses were approximately \$53.6 million at December 31, 2020 and \$59.7 million at December 31, 2019. The \$6.1 million decrease is due to reductions in operating expense budgets from all divisions as a result of declines in tuition and fee revenue and state appropriation revenue. Resources continue to be aligned to support instruction and student services to strengthen the financial position in support of the University's strategic plan.
- Net change in net position was approximately \$41 million at December 31, 2020 and \$40 million at December 31, 2019. As the fiscal year proceeds, the variance will continue to decrease and should reflect a more appropriate operating surplus or deficit.

Morehead State University
Statements of Net Position
December 31, 2020 and 2019

	2020	2019
Current assets:		
Cash and cash equivalents	\$45,515,196	\$36,592,326
Accounts, grants and loans receivable, net	42,614,976	45,789,822
Prepaid Interest	114,023	16,083
Inventories	1,878,356	1,956,052
Other current Assets	473,207	82,540
Total current assets	<u>90,595,758</u>	<u>84,436,823</u>
Noncurrent Assets:		
Accounts, grants and loans receivable, net	2,564,655	3,056,482
Prepaid interest	798,158	128,663
Prepaid Lease	3,098,284	3,236,509
Investments	13,966,320	11,561,278
Capital assets, net	243,075,710	257,789,347
Total noncurrent assets	<u>263,503,127</u>	<u>275,772,279</u>
Total assets	<u>354,098,885</u>	<u>360,209,102</u>
Deferred Outflows of Resources:		
Pensions	15,232,103	25,595,846
OPEB	2,847,718	2,997,853
Total deferred outflows of resources	<u>18,079,821</u>	<u>28,593,699</u>
Total assets and deferred outflows of resources	<u>\$372,178,706</u>	<u>\$388,802,801</u>
Liabilities, Deferred Inflows and Net Position		
Current liabilities:		
Accounts payable and accrued liabilities	\$9,229,135	\$10,456,113
Unearned revenue	1,533,436	1,703,364
Other current liabilities	1,010,729	1,332,665
Bonds and capital lease obligations, current portion	4,910,688	5,441,807
Total current liabilities	<u>16,683,988</u>	<u>18,933,949</u>
Long-term liabilities:		
Bonds and capital lease obligations, noncurrent portion	74,655,507	80,146,073
Advances from federal government for student loans	2,528,556	3,296,670
Unearned revenue	290,235	290,235
Deferred gain on disposal	1,215,367	1,286,860
Net pension liability	101,444,195	126,215,896
Net OPEB liability	20,624,696	27,878,680
Total long-term liabilities	<u>200,758,556</u>	<u>239,114,414</u>
Total liabilities	<u>217,442,544</u>	<u>258,048,363</u>
Deferred inflows of resources:		
Deferred bond reoffering premium	1,671,061	1,857,933
Pensions	72,715,166	90,495,047
OPEB	9,771,825	3,991,902
Total deferred inflows of resources	<u>84,158,052</u>	<u>96,344,882</u>
Net position:		
Net investment in capital assets	162,750,635	170,488,280
Restricted:		
Expendable	6,065,113	4,138,876
Nonexpendable	11,633,467	11,557,521
Unrestricted	<u>(109,871,105)</u>	<u>(151,775,121)</u>
Total net position	<u>70,578,110</u>	<u>34,409,556</u>
Total liabilities, deferred inflows and net position	<u>\$372,178,706</u>	<u>\$388,802,801</u>

See Attached Notes To Statement of Net Position

Morehead State University
Unrestricted Current Funds
Statements of Revenues, Expenses & Changes in Net Position
For the Six Months Ended December 31, 2020 and 2019

	2020-2021			2019-2020				
	Amended Budget	Actual	Percent of Actual to Budget	Amended Budget	Actual	Percent of Actual to Budget	Change in Actual	Percent of Change in Actual
Operating revenues:								
Student tuition and fees	\$59,531,150	\$58,273,996	97.89%	\$64,905,397	\$61,383,227	94.57%	(\$3,109,231)	(5.07%)
Sales and services of educational activities	1,548,424	883,388	57.05%	1,892,877	1,503,135	79.41%	(619,747)	(41.23%)
Budgeted fund balance E&G	10,902,911			9,020,125				
Auxiliary enterprises:								
Residence halls	12,518,100	13,164,955	105.17%	15,138,300	15,160,097	100.14%	(1,995,142)	(13.16%)
Bookstore	3,585,500	1,486,937	41.47%	3,659,000	1,864,055	50.94%	(377,118)	(20.23%)
Other auxiliaries	1,766,180	584,174	33.08%	1,885,000	907,825	48.16%	(323,651)	(35.65%)
Budgeted fund balance Aux.	3,793,400			1,944,000				
Other operating revenues	4,134,449	3,190,119	77.16%	4,826,113	3,353,080	69.48%	(162,961)	(4.86%)
Total operating revenues	97,780,114	77,583,569	79.34%	103,270,812	84,171,419	81.51%	(6,587,850)	(7.83%)
Operating expenses:								
Educational & general:								
Instruction	38,664,406	15,352,838	39.71%	39,642,272	16,458,180	41.52%	(1,105,342)	(6.72%)
Research	338,541	56,271	16.62%	167,948	25,524	15.20%	30,747	120.46%
Public service	994,814	558,914	56.18%	1,171,617	567,956	48.48%	(9,042)	(1.59%)
Library	2,226,814	1,165,122	52.32%	2,471,813	1,429,944	57.85%	(264,822)	(18.52%)
Academic support	4,235,512	1,455,484	34.36%	4,697,433	1,679,040	35.74%	(223,556)	(13.31%)
Student services	14,519,153	6,060,492	41.74%	15,692,918	8,334,022	53.11%	(2,273,530)	(27.28%)
Institutional support	12,564,514	7,231,173	57.55%	13,251,472	7,881,068	59.47%	(649,895)	(8.25%)
Operation and maintenance of plant	9,370,803	6,140,975	65.53%	10,088,313	6,945,077	68.84%	(804,102)	(11.58%)
Student aid	24,207,280	11,825,434	48.85%	23,901,051	12,234,183	51.19%	(408,749)	(3.34%)
Auxiliary enterprises:								
Residence halls	6,374,516	1,658,438	26.02%	6,664,928	1,682,333	25.24%	(23,895)	(1.42%)
Bookstore	3,093,185	1,467,780	47.45%	3,349,123	1,669,326	49.84%	(201,546)	(12.07%)
Other auxiliaries	2,142,929	668,321	31.19%	2,261,348	867,587	38.37%	(199,266)	(22.97%)
Total operating expenses	118,732,467	53,641,242	45.18%	123,360,236	59,774,240	48.46%	(6,132,998)	(10.26%)
Operating (loss) income	(20,952,353)	23,942,327	(114.27%)	(20,089,424)	24,397,179	(121.44%)	(454,852)	(1.86%)
Nonoperating revenues (expenses):								
State appropriations	38,332,900	21,083,100	55.00%	38,466,800	21,156,700	55.00%	(73,600)	(0.35%)
Investment income (net of investment expense)	45,000	24,520	54.49%	30,000	154,188	513.96%	(129,668)	(84.10%)
Budgeted contingency reserves	(8,406,431)			(8,107,000)				
Net nonoperating revenues	29,971,469	21,107,620	70.43%	30,389,800	21,310,888	70.13%	(203,268)	(0.95%)
Income before capital appropriations	9,019,116	45,049,947	499.49%	10,300,376	45,708,067	443.75%	(658,120)	(1.44%)
Capital appropriations/Transfers	(9,019,116)	(4,226,651)	46.86%	(10,300,376)	(5,713,576)	55.47%	1,486,925	(26.02%)
Increase (decrease) in net position		<u>\$40,823,296</u>			<u>\$39,994,491</u>		828,805	2.07%

Morehead State University
Notes to the Statements of Net Position
December 31, 2020 and 2019

1. The Statements of Net Position include the unrestricted current funds, restricted current funds, endowment funds, loan funds, and plant funds of the University.
2. Cash and cash equivalents increased approximately \$9 million due to decreases in expenditures as a result of operating expense budget reductions.
3. Accounts, grants, and loans receivable are shown net of allowance for uncollectible student accounts of \$1,760,200 at December 31, 2020 and \$1,940,545 at December 31, 2019. Also, included in this category is \$4.0 million in receivables from federal and state agencies at December 31, 2020 and \$4.8 million at December 31, 2019.
4. Other current assets include financial commitments from the MSU Foundation.
5. Noncurrent accounts, grants and loans receivable represent balances owed to the University from borrowers who have participated in the Federal Perkins Loan Program.
6. Capital assets, net decreased approximately \$14.7 million from the previous year primarily due to depreciation expense. Accumulated depreciation on buildings and equipment was \$224,234,559 at December 31, 2020 and \$211,288,744 at December 31, 2019.
7. Deferred outflows of resources include the amount of pension and OPEB contributions paid to KTRS and KERS from July 1, 2019 through June 30, 2020. These amounts were paid subsequent to the June 30, 2019 measurement date and will be recognized as a reduction of the net pension liability in the year ended June 30, 2021. Deferred outflows also include amounts related to changes in assumptions used in the calculations by the actuaries.
8. Accounts payable and accrued liabilities include amounts due to vendors and amounts due for withheld and matching portions of payroll taxes and estimated claims payable, but not paid until after the Statements of Net Position date.
9. Unearned revenue from federal and state grants represent amounts received but not expended at the Statements of Net Position date.
10. Bonds and capital lease obligations include the current and long-term portions of amounts borrowed for the purchase of plant assets. The University made principal payments on outstanding debt of approximately \$6 million. On November 27, 2020, the University entered into a new lease agreement with Kentucky Bank to refund the outstanding 2011 Series A General Receipts Bonds and to consolidate the debt with the existing Kentucky Bank lease. On December 15, 2020, the University issued the 2020 Taxable Series A Bonds to advance refund a portion of the 2012 and 2013 Series A General Receipts Bonds.
11. Net pension and OPEB liability is due to the implementation of GASB 68 and GASB 75, which required Morehead State University to record its proportionate share of the Commonwealth of Kentucky's net pension and net OPEB liability.
12. Deferred inflows of resources include bond premiums from the issuance of the 2014 Series A and B and 2016 Series A General Receipts Bonds. Also, included in this category are deferred inflows from changes in assumptions and changes in proportionate share of contributions related to GASB 68 and 75.

Morehead State University
Unrestricted Current Funds
Budget Amendments
For the Period October 1, 2020 to December 31, 2020

	Opening Budget As of 10/1/2020	Adjustments	Amended Budget As of 12/31/2020
Operating revenues:			
Student tuition and fees	\$59,531,150	-	\$59,531,150
Sales and services of educational activities	1,522,274	26,150	1,548,424
Budgeted fund balance	10,687,477	215,434	10,902,911
Auxiliary enterprises:			
Residence halls	12,518,100	-	12,518,100
Bookstore	3,585,500	-	3,585,500
Other auxiliaries	1,764,500	1,680	1,766,180
Auxiliaries budgeted fund balance	3,793,400	-	3,793,400
Other operating revenues	3,918,552	215,897	4,134,449
Total operating revenues	97,320,953	459,161	97,780,114
Operating expenses:			
Educational & general:			
Instruction	38,142,665	521,741	38,664,406
Research	325,888	12,653	338,541
Public service	960,718	34,096	994,814
Library	2,184,364	42,450	2,226,814
Academic support	4,183,715	51,797	4,235,512
Student services	14,746,559	(227,406)	14,519,153
Institutional support	12,569,681	(5,167)	12,564,514
Operation and maintenance of plant	9,142,168	228,635	9,370,803
Student aid	24,204,466	2,814	24,207,280
Auxiliary enterprises:			
Residence halls	6,413,292	(38,776)	6,374,516
Bookstore	3,093,185	-	3,093,185
Other auxiliaries	2,141,249	1,680	2,142,929
Total operating expenses	118,107,950	624,517	118,732,467
Operating loss	(20,786,997)	(165,356)	(20,952,353)
Nonoperating revenues (expenses):			
State appropriations	38,332,900	-	38,332,900
Investment income (net of expense)	45,000	-	45,000
Budgeted contingency reserves	(8,406,431)	-	(8,406,431)
Net nonoperating revenues (expense)	29,971,469	-	29,971,469
Income (Loss) before capital appropriations	9,184,472	(165,356)	9,019,116
Capital appropriations	(9,184,472)	165,356	(9,019,116)

Morehead State University
Unrestricted Current Funds
Notes of Significant Budget Amendments
For the Period October 1, 2020 to December 31, 2020

1. Budget amendments from sales and services of educational activities included \$24,985 in Eagle Excellence Fund (EEF) to support athletic related expenses.
2. Budgeted Fund Balance allocations totaling \$215,434 returned F&A Distribution account balances swept in fiscal year 2020 for expenditure in fiscal year 2021.
3. Other operating revenue allocations were \$43,608 to remove Caudill Health Clinic budgeted revenue and \$148,459 from the MSU Foundation were primarily for instruction and student services.
4. Notable transfers to instruction were comprised of \$268,063 from student services and O&M of plant units for future COVID-19 response expenses. A significant portion of the budget amendments from instruction included \$60,000 to replace the Educational Services Building cooling tower from the F&A distribution budget.
5. Budget amendments to student services units for personnel expenses, including advance degree increases and reassignments, totaled \$43,870. Transfers from student services units included \$153,315 for future COVID-19 related expenses and \$73,090 to fund student employment opportunities.
6. Significant amendments for the operation and maintenance of plant included \$150,000 from asset preservation funds for the Reed Hall chiller and cooling tower replacement and \$60,000 from the F&A distribution budget to replace the Educational Services Building cooling tower.
7. Capital appropriation allocations for carry forward of prior year funds to E&G units were \$4,889 and auxiliary enterprises were \$3,812.
8. Asset preservation funds of \$150,000 were allocated during this quarter for the Reed Hall chiller and cooling tower replacement project, utilizing funds generated in the current fiscal year from the mandatory facility fee paid by students.

Morehead State University
Capital Outlay Status Report
Agency Funds
For the Period of October 1, 2020 to December 31, 2020

	Estimated		
	Project	Completion	Project
	Scope	Date	Status
I. Equipment Purchases \$200,000 or Greater			
None			
II. Capital Construction Projects, Information Technology Systems or Land Acquisitions \$1,000,000 or Greater			
Water Treatment Plant Sediment Basin	\$ 1,921,000		In Planning

APPROVE FACULTY COMPENSATION PLAN

**BOR (VI-B-2)
March 25, 2021**

Recommendation:

That the Board approve the recommended compensation plan for faculty.

Background:

To recognize the efforts of our faculty, the following compensation plan is recommended for full-time faculty as of July 1, 2021 that were hired on or prior to June 30, 2020.

Employees who hold tenure or tenure track appointments and are employed full-time with the University, shall receive the following cumulative increase to their 9-month base salary compensation. Employees must have continuous full-time faculty employment during each period on the table below.

Base salary increases:

Full-time service during period:	Amount
Academic year 2019-2020	\$150
Academic year 2018-2019	\$150
Academic year 2017-2018	\$200
Academic year 2016-2017	\$200
Academic year 2015-2016	\$250
Academic year 2014-2015	\$250

Non-tenure track faculty shall receive 80% of the cumulative amounts above.

Faculty members with tenure who also hold academic administrative appointments above 9-months, shall have the cumulative funds applied to their 9-month faculty base.

Additionally, a pool of \$100,000 will be made available to address salary compression in tenure and tenure track faculty. An additional pool will be available consisting of \$100,000 to address the most serious compression issues in tenure and tenure track faculty, if needed. Compression funds will be applied to base compensation for the fiscal year beginning July 1, 2021.

The Board of Regents authorizes the President of the University to analyze and determine how to handle any factors, or specific faculty, which may have unusual circumstances.

APPROVE STAFF COMPENSATION PLAN

**BOR (VI-B-3)
March 25, 2021**

Recommendation:

That the Board approve the recommended compensation plan for staff.

Background:

To recognize the efforts of our employees, the following compensation plan is recommended for full-time staff:

- 1) Full-time staff shall move to a base floor of \$9.50 per hour beginning March 16, 2021.
- 2) Full-time staff hired on or before June 30, 2020 may select one of the following:
 - a) a one percent (1%) increase to the base salary compensation to begin July 1, 2021, up to a maximum increase of \$500, calculated based on their July 1, 2020 base salary; or
 - b) Staff employed full-time during August 15, 2019 through May 15, 2020 may receive a one-time stipend of \$400; and staff employed full-time during August 15, 2018 through May 15, 2019 can receive a one-time stipend of \$500. One-time stipends will be paid, to the extent allowed by the employee funding source, between June 15, 2021 and July 15, 2021. Staff must be full-time on June 1, 2021 and employed as of the date of payment to be eligible to receive the one-time stipend.
- 3) To further recognize and reward staff for student recruitment efforts, full-time staff who served on an Eagle Outreach team in 2019-2020 that made at least one school visit shall receive a \$100 increase to their base salary compensation effective July 1, 2021. This does not apply to staff who have student recruitment in their job description.

The Board of Regents authorizes the President of the University to analyze and determine how to handle any factors, or specific staff, which may have unusual circumstances.

APPROVE 2022-2028 SIX YEAR CAPITAL PLAN

**BOR (VI-B-4)
March 25, 2021**

Recommendation:

That the Board approve the 2022-2028 Six-year Capital Plan that will be submitted to the Capital Planning and Advisory Board on April 15, 2021.

Background:

The University will be submitting the 2022-2028 Six-Year Capital Plan to the Capital Planning and Advisory Board and the Council on Postsecondary Education by the statutory deadline of April 15, 2021. The Plan will include a list of capital projects with an estimated scope of \$1,000,000 or more and equipment purchases with an estimated scope of \$200,000 or more. A preliminary list of the projects in the 2022-2028 Six-Year Capital Plan is being presented to the Board at the March 25, 2021 meeting.

The projects included in the first biennia of the Plan will be used as the basis of the development of the 2022-2024 Executive Budget Capital Request which will be presented to the Board for approval at a later meeting. The projects are identified by the anticipated fund source including:

- State Bonds – Bonded indebtedness issued by the State for which the debt service payments will be managed by the State.
- State General Funds – Direct state appropriations designated in the Budget of the Commonwealth for a specific line item.
- Agency Bonds – Bonded indebtedness issued by the University for which debt service payments will be made by the University from institutional revenues.
- Agency Funds – University funds generated from institutional revenue sources.
- Other Funds – External funds granted to the University for a specific capital project.

The final list of projects and details for each project were sent to regents electronically.



Morehead State University is committed to providing equal educational opportunities to all persons regardless of race, color, national origin, age, religion, sex, sexual orientation, gender identity, gender expression, disabled veterans, recently separated veterans, other protected veterans, and armed forces service medal veterans, or disability in its educational programs, services, activities, employment policies, and admission of students to any program of study. In this regard the University conforms to all the laws, statutes, and regulations concerning equal employment opportunities and affirmative action. This includes: Title VI and Title VII of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Executive Orders 11246 and 11375, Equal Pay Act of 1963, Vietnam Era Veterans Readjustment Assistance Act of 1974, Age Discrimination in Employment Act of 1967, Sections 503 and 504 of the Rehabilitation Act of 1973, Americans with Disabilities Act of 1990, and Kentucky Revised Statutes 207.130 to 207.240; Chapter 344 and other applicable statutes. Vocational educational programs at Morehead State University supported by federal funds include industrial education, vocational agriculture, business education, and the associate degree program in nursing. Any inquiries should be addressed to: Affirmative Action Officer, Morehead State University, 301 Howell-McDowell Administration Building, Morehead, KY 40351, 606-783-2097.