

MOREHEAD STATE UNIVERSITY

QUARTERLY BOARD MEETING

December 2, 2021
Adron Doran University Center (ADUC)
Rm 329



**MOREHEAD STATE UNIVERSITY
QUARTERLY BOARD MEETING**

**December 2, 2021 at 9:45 a.m.
Adron Doran University Center (ADUC)
Rm. 329**

Morehead State University
Board of Regents Members

Eric Howard, Chair

Sanford Holbrook, Vice Chair

Dr. Annie Adams

Adam Hinton

Debbie H. Long

Wayne Martin

Dr. Joel Pace

Craig Preece

Arthur Walker, III

Terri S. Walters

Emily Wiley

Joseph A. (Jay) Morgan, President

**BOARD OF REGENTS MEETING
MOREHEAD STATE UNIVERSITY**
Adron Doran University Center (ADUC), Room 329
Thursday, December 2, 2021
9:00 a.m. – Audit Committee Meeting
9:30 a.m. – Group Photo
9:45 a.m. - Quarterly Board Meeting
12:00 p.m.- Holiday Lunch

AGENDA

AUDIT COMMITTEE MEETING – 9:00 a.m.

Members: Sanford Holbrook, Eric Howard, Wayne Martin, and Adam Hinton.

GROUP PHOTO – 9:30 a.m.

Please dress in professional attire for the group photo. This photo will be posted to the Board web page. Professional attire with MSU colors encouraged.

QUARTERLY BOARD MEETING – 9:45 a.m.

- I. CALL TO ORDER
- II. ROLL CALL
- III. FACULTY, STAFF, AND STUDENT RECOGNITION
- IV. PRESIDENT’S RECOMMENDATIONS AND REPORTS
 - A. **Consent Agenda (Action)**
 - 1. Approve Minutes of October 15, 2021 Special Called Board Meeting 1
 - 2. Ratify Fall 2021 Graduates 4
 - 3. Ratify Personnel Actions 5
 - 4. Reaffirm and Renew Regulation 13
 - B. **Recommendations (Action)**
 - 1. Accept 2020-2021 Audit Report 17
 - 2. Ratify 2020-2021 Amended Operating Budget 18
 - 3. Accept First Quarter Financial Report and Ratify Amended Operating Budget 22
 - 4. Ratify 2022-2024 Biennial Budget Request 30
 - 5. Approve Employee Compensation Plan 34
 - 6. Approve Extension of University Strategic Plan to 2025 35

C. **Reports**

1. Report on University Financials, **Mary Fister Tucker**
2. Report on Personal Service Contracts, **Mary Fister Tucker**

D. **President's Report**

V. ADJOURNMENT

HOLIDAY LUNCH – 12:00 p.m.

Please join MSU faculty and staff for a Holiday lunch at the Rocky Adkins Dining Commons in appreciation for your service to the University. Board members will be transported via University bus.

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

**BOARD OF REGENTS
MOREHEAD STATE UNIVERSITY
SPECIAL CALLED MEETING**

The Board of Regents of Morehead State University met on Friday, October 15, 2021 at 3:30 p.m. in Room 329 of the Adron Doran University Center on the campus of Morehead State University.

CALL TO ORDER

Chair Eric Howard called the meeting to order.

ROLL CALL

Chair Howard recognized Jacqueline Graves to call the roll. The following regents were present: Chair Eric Howard, Vice Chair Sanford Holbrook, Dr. Annie Adams, Adam Hinton, Wayne Martin, Dr. Joel Pace, Craig Preece, Arthur Walker, III, Terri Walters, and Emily Wiley. Debbie Long was absent from the meeting.

**DONOR
RECOGNITION**

President Morgan stated that Rick Hesterberg, Vice President for University Advancement would show a video, thanking donors, later in the meeting.

**FACULTY, STAFF,
AND STUDENT
RECOGNITION**

President Morgan recognized Dr. Ahmad Hassan, Associate Professor of Management, as the faculty award recipient. Dr. Hassan joined the School of Business Administration in 2003. In addition to his excellent teaching and strong research activity, Dr. Hassan has served on numerous University committees. President Morgan commended Dr. Hassan for his service to students and to the University.

President Morgan recognized Ms. Teresa Lindgren as the staff award recipient. Ms. Lindgren is a 1989 graduate of MSU and has served as an employee of the University for over 30 years. She currently serves as the Executive Director of Budgets and Financial Planning at the University. President Morgan thanked Ms. Lindgren for her leadership and hard work as a dedicated employee of the University.

President Morgan recognized Ms. Fredre'Oni Terrado and Mr. Duncan McGinnis, students at the Craft Academy, as the student award recipients. President Morgan commended both students on their achievements as students at MSU and the Craft Academy.

Chair Eric Howard asked that the Board consider the following item on the Consent Agenda:

1. Approve Minutes of August 19, 2021 Quarterly Board Meeting

**PRESIDENT'S
RECOMMENDATIONS
AND REPORTS**

Consent Agenda

*Accept Naming
Recognition
Guidelines*

MOTION: Vice Chair Holbrook moved that the Board approve the item on the Consent Agenda. Regent Hinton seconded the Motion.

VOTE: The Motion carried unanimously.

The President recommended: that the Board of Regents accept through consensus the naming recognition guidelines.

President Morgan explained that, as naming opportunities emerge, appropriate University staff work alongside the MSU Foundation, donors, external attorneys, estate planners, accountants, and others for gifting opportunities and naming rights. Due to the number of entities involved, he explained that the University wishes to refresh its naming guidelines. He asked the Board to adopt the revised guidelines through consensus, stating that the guidelines will also be presented to the Foundation for a consensus vote.

Regent Adams sought clarity regarding proposed language in paragraph 5, section h. She stated that the use of the word *ordinarily* suggests an exception to the prohibition against University facilities and academic components being named for individuals actively involved with University operations. President Morgan responded that the language recognizes that there can be an exception to the rule in certain circumstances, such as an individual receiving a large estate gift. Regent Adams recommended that the word *ordinarily* be deleted from the section.

MOTION: Regent Martin moved that the Board approve the President's recommendation with the language unaltered. Vice Chair Holbrook seconded the Motion.

VOTE: The Motion carried unanimously.

REPORTS

*2020-2021 University
Performance Update*

Ms. Courtney Andrews, Director of Institutional Research and Analysis, provided a brief report on University Metrics and Performance. She stated that the University improved in several categories. She stated that the coronavirus accounted for some areas of decline and, overall, the University is moving in a positive direction.

*2022 Employee Health
Insurance Plan*

Ms. Mary Fister Tucker, VP Fiscal Services and Chief Financial Officer, provided an update on the University's 2022 Employee Health Insurance Plan. She stated that the University is pleased with additional benefits it is able to offer employees at low cost. She stated that the University absorbed any increase to the health insurance plan, so employees can maintain coverage at their current rate.

*Scholarship Campaign
Update*

Mr. Rick Hesterberg provided an update on the University scholarship campaign. He stated that the MSU Foundation's SOAR to New Heights Fundraising Campaign was a very successful campaign, generating \$27 million, including \$15 million directly for student scholarships.

President's Report

To show the impact of the campaign, he showed a video with students expressing their gratitude for scholarships to attend MSU. He also showed a video highlighting the success of the Space Science Center and its partnerships with NASA.

President Morgan provided a report on the achievements of MSU faculty, staff, and students during the fall semester. He commended the Radiologic Science Program for being ranked #1 in Kentucky and #13 in the United States, stated that the University QEP has been selected for showcasing by SACSCOC, the Craft Academy received \$1.7 million in grant funds, and Dr. Janet Ratliff received an Appalachian Teaching Project grant to develop a new entrepreneurship course at the University. He informed the Board that the University will recommend an extension to the current University Strategic Plan at the December Board meeting; due to the coronavirus, the University was unable to achieve all the goals set forth in the plan.

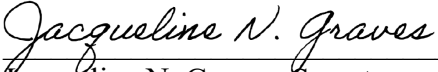
He stated that he is pleased with the University ranking of #21 Public University in the South. He would like to see that number increase to top 10-15 Public University in the South and believes that is a reachable goal.

President Morgan informed the Board that the University set forth a goal of 75-80% vaccination of full-time employees; to date, 77% of full-time employees have received the coronavirus vaccine. The University is encouraging students to consider being vaccinated, but stated that it is harder to account for student vaccinations as it has been challenging to get documentation from students. He commended MSU student-athletes for a vaccination rate of 90% or greater.

ADJOURNMENT

There being no further business to discuss, Regent Hinton moved that the meeting adjourn. Regent Walker seconded the Motion and the Motion carried unanimously.

Respectfully submitted,


Jacqueline N. Graves, Secretary
Board of Regents

RATIFY FALL 2021 GRADUATES

**BOR (IV-A-2)
December 2, 2021**

Recommendation:

That the Board of Regents approve the awarding of degrees to the candidates who successfully completed all degree requirements as approved by the faculty of the University and Provost at the 2021 Fall Commencement on December 11, 2021.

Background:

The following degrees were awarded from Morehead State University: 44 associate degrees, 413 bachelor degrees, 98 master degrees, 3 educational specialist degrees, and 1 doctor of education degree.

RATIFY PERSONNEL ACTIONS

**BOR (IV-A-3)
December 2, 2021**

Recommendation:

That the Board ratify the Personnel Actions processed from July 1, 2021 through September 30, 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.

**PAR Report
October 2021**

Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
<u>New Hires</u>								
Housing & Residential Education	Adam, Emily	07/06/2021	06/30/2022	Area Coordinator	12	\$ 35,568.00	Full-Time Fixed, Probationary	New Hire
Hist, Phil, Pol, Int & Legal	Adkins, Jason	08/09/2021		Assistant Professor, Political Science	9	\$ 54,150.00	Full-Time Standing	New Hire
Mathematics	Barber, Rachel	08/09/2021		Assistant Professor, Mathematics	9	\$ 52,000.00	Full-Time Standing	New Hire
Building Services	Barnett, Dwight	07/01/2021	06/30/2022	Building Services Technician	12	\$ 9.50	Full-Time Fixed, Probationary	New Hire
Nursing	Blankenbuehler, Marlene	07/01/2021	06/30/2022	Academic Specialist (Nursing)	12	\$ 16.34	Full-Time Fixed, Probationary	New Hire
Morehead State Public Radio	Boyd, Tanner	07/01/2021	06/30/2022	Assistant News Director	12	\$ 35,568.00	Full-Time Fixed, Probationary	New Hire
Women's Basketball/Athletics	Brock, Kimball	07/06/2021	03/31/2022	Assistant Women's Basketball Coach	12	\$ 35,500.00	Full-Time Fixed, Probationary	New Hire
Agricultural Sciences	Brock, Lucas	08/09/2021	05/17/2022	Equestrian Coach/Instructor	12	\$ 35,568.00	Full-Time Fixed, Probationary	New Hire
Grounds & General Services	Brown, Melissa	08/16/2021	06/01/3022	Groundskeeper	12	\$ 9.50	Full-Time Fixed, Probationary	New Hire
English	Byrne, Morgan	08/09/2021	05/17/2022	Instructor, English	9	\$ 36,790.00	Full-Time Fixed	New Hire; Search Waiver
Kinesiology, Health & Imaging Sciences	Clark, Jennifer	08/09/2021		Assistant Professor of Imaging Sciences, Diagnosti	9	\$ 52,500.00	Full-Time Standing	New Hire
Space Science Center	Clark, Pamela	08/09/2021	05/17/2022	Visiting Assistant Professor, Space Systems Engine	9	\$ 60,000.00	Full-Time Fixed	New Hire
Morehead Police	Cline, Mark	07/16/2021	06/30/2022	Police Officer	12	\$ 14.97	Full-Time Fixed, Probationary	New Hire
Talent Search Programs	Conant, Samantha	07/01/2021	06/30/2022	TRIO Academic Coordinator	12	\$ 35,568.00	Full-Time Fixed, Probationary	New Hire
Enrollment Services	Copher, Alison	09/01/2021	08/31/2022	Enrollment Services Counselor/Credentials & Cus	12	\$ 14.97	Full-Time Fixed, Probationary	New Hire
Early Child, Elem & Spec Educ	Cosgriff, Joseph	08/09/2021	05/17/2021	Visiting Assistant Professor, Education	9	\$ 50,000.00	Full-Time Fixed	New Hire
Early Child, Elem & Spec Educ	Crites, Steven	08/09/2021		Assistant Professor, Education	9	\$ 50,000.00	Full-Time Standing	New Hire
MSU Teach	Cudd, Michelle	08/09/2021		Assistant Professor, Education	9	\$ 50,000.00	Full-Time Standing	New Hire
Nursing	Damron, Kimberly	08/09/2021	05/17/2022	Instructor, Nursing	9	\$ 50,000.00	Full-Time Fixed	New Hire
Facilities Management	Day, Amy	08/16/2021	06/30/2022	Facilities Personnel Administrator	12	\$ 16.92	Full-Time Fixed, Probationary	New Hire
Building Services	Duff, Mason	09/16/2021	06/30/2022	Building Services Technician	12	\$ 10.00	Full-Time Fixed, Probationary	New Hire
Women's Basketball/Athletics	Haigh, Patrick	07/16/2021	03/31/2022	Assistant Women's Basketball Coach	12	\$ 55,900.00	Full-Time Fixed, Probationary	New Hire
Retired Senior Volunteer Program	Harrison, Ada	09/01/2021	04/30/2022	AmeriCorps Seniors Programs/SMP Coordinator	12	\$ 16.92	Full-Time Fixed, Probationary	New Hire
Athletics/Baseball	Jackson, Tyler	07/16/2021	06/30/2022	Assistant Baseball Coach	12	\$ 33,000.00	Full-Time Fixed, Probationary	New Hire
Morehead Police	James, David Ray	07/16/2021	06/30/2022	Police Officer	12	\$ 14.97	Full-Time Fixed, Probationary	New Hire
Communication, Media & Languages	Jia, Fei	08/09/2021		Assistant Professor, Communication	9	\$ 51,000.00	Full-Time Standing	New Hire
Women's Basketball/Athletics	Johnson, Shynisha	08/01/2021	03/31/2022	Assistant Women's Basketball Coach	12	\$ 29,100.00	Full-Time Fixed, Probationary	New Hire
Phy, Earth Sci & Space Syst Eng	Kibria, Md	08/09/2021		Assistant Professor of Geoscience	9	\$ 55,600.00	Full-Time Standing	New Hire
Women's Basketball/Athletics	Kimball, Brock	07/06/2021	03/31/2022	Assistant Women's Basketball Coach	12	\$ 35,500.00	Full-Time Fixed, Probationary	New Hire
Biology and Chemistry	Kohli, Brooks	08/09/2021		Assistant Professor, Biology (Environmental Biolo	9	\$ 52,000.00	Full-Time Standing	New Hire
Adult Learning Center	Kopel, Shira	09/16/2021	06/30/2022	Adult Basic Education Instructor II	12	\$ 32,990.00	Full-Time Fixed	New Hire
Biology and Chemistry	Lee, Zachary	08/09/2021		Assistant Professor, Chemistry	9	\$ 50,000.00	Full-Time Standing	New Hire
Art & Design	Maher, Quinn	08/09/2021		Visiting Assistant Professor, Art & Design (Cerami	9	\$ 40,000.00	Full-Time Fixed	New Hire
Student Activities	Martin, Billy	08/01/2021	06/30/2022	Director, Student Engagement	12	\$ 80,000.00	Full-Time Fixed, Probationary	New Hire
Softball/Athletics	McNary, Jordan	08/09/2021	06/30/2022	Assistant Softball Coach	12	\$ 30,000.00	Full-Time Fixed, Probationary	New Hire
Early Child, Elem & Spec Educ	Nelson, Geralda	08/09/2021		Assistant Professor, Education	9	\$ 50,000.00	Full-Time Standing	New Hire
Human Resources	Pennington, Melissa	08/16/2021	06/30/2022	Human Resources Generalist	12	\$ 39,334.00	Full-Time Fixed, Probationary	New Hire
Adult Learning Center	Perry, Anita	09/16/2021	06/30/2022	Adult Basic Education Instructor II	12	\$ 32,990.00	Full-Time Fixed	New Hire
Office of Diversity	Phipps, Jamie	08/01/2021	06/30/2022	Assistant Chief Diversity Officer for Student Activ	12	\$ 55,000.00	Full-Time Fixed, Probationary	New Hire
Adult Learning Center	Post, Christina	10/01/2021	06/30/2022	Adult Basic Education Instructor II	12	\$ 32,990.00	Full-Time Fixed	New Hire
Military Science	Roberts, Carla (Michelle)	07/16/2021	06/30/2022	Military Science Specialist	12	\$ 13.67	Full-Time Fixed, Probationary	New Hire
Housing & Residential Education	Romick, Aurora	08/01/2021	06/30/2022	Area Coordinator	12	\$ 35,568.00	Full-Time Fixed, Probationary	New Hire
Nursing	Royse, Holly	08/09/2021	05/17/2022	Instructor, Nursing	9	\$ 50,000.00	Full-Time Fixed	New Hire
Kinesiology, Health & Imaging Sciences	Shepherd, Jonie	08/09/2021		Assistant Professor of Imaging Sciences, Diagnosti	9	\$ 52,500.00	Full-Time Standing	New Hire
Agricultural Sciences	Skidmore, Amanda	08/09/2021		Assistant Professor, Agronomy	9	\$ 51,000.00	Full-Time Standing	New Hire
Human Resources	Thigpen, Julian	08/01/2021	06/30/2022	Human Resources Assistant	12	\$ 14.97	Full-Time Fixed, Probationary	New Hire
Mathematics	Tidwell, William	08/09/2021		Assistant Professor, Mathematics	9	\$ 52,000.00	Full-Time Standing	New Hire
Morehead Police	Trent, Michael	07/16/2021	06/30/2022	Police Officer	12	\$ 14.97	Full-Time Fixed, Probationary	New Hire
University Police	Yates Davis, Melissa	07/01/2021	06/01/3022	Communications Supervisor/TAC	12	\$ 14.75	Full-Time Fixed, Probationary	New Hire

Promotions

**PAR Report
October 2021**

Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
Camden Carroll Library	Barker, Luana	09/01/2021		Library Specialist (Acquisitions Accounting and Or	12	\$ 16.92	Full-Time Standing	Promotion
Mathematics	Chatham, Richard	07/01/2021		Professor, Mathematics	9	\$ 67,795.00	Full-Time Standing	Promotion; Title Change
Kinesiology, Health & Imaging Sciences	Dearden, Jennifer	07/01/2021		Professor, Health & Wellness	9	\$ 67,608.00	Full-Time Standing	Promotion; Title Change
Information Technology	Dunn, Shayla	07/01/2021	06/30/2022	Technology Account Specialist	12	\$ 39,344.00	Full-Time Fixed, Probationary	Promotion
Art & Design	Li, Dongfeng	07/01/2021		Professor, Art	9	\$ 59,900.00	Full-Time Standing	Promotion; Title Change
Power Plant	McGlone, Tyler	09/01/2021	08/31/2022	Heat & Water Plant Operator I	12	\$ 12.38	Full-Time Standing, Probationary	Promotion
Provost & Vice President, Office of	Norman, Antony	07/01/2021		Provost & Vice President for Academic Affairs	12	\$ 185,000.00	Full-Time Standing	Promotion
Sociology, Social Work & Criminology	Shannon, Lisa	07/01/2021		Professor, Social Work	9	\$ 61,958.00	Full-Time Standing	Promotion; Title Change
Camden Carroll Library	Ullrich, Dieter	07/01/2021		Head, Special Collections and Archives	12	\$ 62,500.00	Full-Time Standing	Promotion
Athletics	Ward, Braeden	07/16/2021	06/30/2022	Assistant Baseball Coach	12	\$ 34,000.00	Full-Time Fixed	Promotion
Human Resources	Webster, Traci	07/01/2021	06/30/2022	Human Resources Generalist	12	\$ 39,334.00	Full-Time Fixed, Probationary	Promotion
Communication, Media & Languages	Zavala-Garrett, Itza	07/01/2021		Professor, Spanish	9	\$ 57,481.00	Full-Time Standing	Promotion; Title Change
Interim Appointment								
Human Resources & Payroll	Dunn, Shayla	08/01/2021	08/31/2021	Interim Assistant Director, Human Resources (Pay	12	\$ 55,391.00	Full-Time Fixed	Interim Appointment
School, English, Communication, Media & Languages	Henneberg, Sylvia	07/01/2021	06/30/2022	Interim Associate Dean, School of English, Comm	12	\$ 115,000.00	Full-Time Standing	Interim Appointment
Vice President, University Advancement	Hesterberg, Richard	07/01/2021		Interim Vice President, University Advancement	12	\$ 120,000.00	Full-Time Fixed	Interim Appointment
Internal Audits	Hill, Janet	08/01/2021	06/30/2022	Interim Internal Auditor	12	\$ 52,000.00	Full-Time Fixed, Probationary	Interim Appointment
Volgenau College of Education	Miller, April	07/01/2021	06/30/2022	Interim Dean, Volgenau College of Education/Pro	12	\$ 135,000.00	Full-Time Fixed	Interim Appointment; Promotion
Volgenau College of Education	Simpson, Timothy	07/01/2021		Associate Dean, Volgenau College of Education	12	\$ 105,000.00	Full-Time Standing	Interim Appointment
Reassignments								
Accounting & Financial Services	Beauchamp, Rachel	07/16/2021		Restricted Budget Analyst	12	\$ 35,568.00	Full-Time Standing, Probationary	Reassignment
Accounting and Fincial Services	Besselman, Scott	09/01/2021		Restricted Specialist	12	\$ 14.97	Full-Time Standing, Probationary	Reassignment
Human Resources & Payroll	Black, Paula	09/16/2021		Administrative Assistant (Human Resources)	12	\$ 20.86	Full-Time Standing, Probationary	Reassignment/Demotion
Information Technology	Campbell, David	07/01/2021	06/30/2022	Enterprise Constituent Relations Management Spe	12	\$ 58,028.00	Full-Time Standing, Probationary	Reassignment; Promotion
Regional Education & Outreach, Off. Of	Fife, Steven	08/16/2021	06/30/2022	ABE Career Navigator	12	\$ 33,320.00	Full-Time Fixed	Reassignment
Athletics	Gauche, Kenna	08/01/2021		Senior Associate Director of Athletics for External	12	\$ 56,944.00	Full-Time Standing, Probationary	Reassignment
Accounting & Financial Services	Hamilton, Penny	07/01/2021		Senior Accountant, Grants & Contracts	12	\$ 46,260.00	Full-Time Standing	Reassignment; Salary Adjustment
International Student Services, Office Of	Labreche, Clay	08/01/2021	06/30/2022	International Student Services Director/SEVIS	12	\$ 45,000.00	Full-Time Fixed, Probationary	Reassignment; Promotion; Salary Adjustment
MSU Teach	Wright, Christina	08/09/2021	05/13/2022	Instructor, Education	9	\$ 38,560.00	Full-Time Fixed	Reassignment
Salary Adjustment								
History, Philosophy, Politics, Global Studies & Legal S	Fitzpatrick, Benjamin	08/09/2021		Assistant Professor, History	9	\$ 55,000.00	Full-Time Standing	MOF: Part-Time to Full-Time
Alumni Relations & Development	Allen, Kenna	07/01/2021		Senior Alumni and Community Relations Officer	12	\$ 39,334.00	Full-Time Standing	Reclassification; Salary Adjustment; Title Change
Communications & Marketing	Hardin, Jordan	08/01/2021		Social Media/Communications Specialist (COMA)	12	\$ 36,000.00	Full-Time Standing	Reclassification; Salary Adjustment; Title Change
Communications & Marketing	Moore, David	08/01/2021		Digital Communications Specialist (COMA)	12	\$ 37,000.00	Full-Time Standing	Reclassification; Salary Adjustment; Title Change
Building Services	Barnett, Dwight	09/01/2021	06/30/2022	Building Services Technician	12	\$ 10.00	Full-Time Fixed	Salary Adjustment
Building Services	Blankenbuehler, Kyle	09/01/2021	06/30/2022	Building Services Technician	12	\$ 10.10	Full-Time Fixed	Salary Adjustment
Building Services	Bolin, David	09/01/2021	06/30/2022	Building Services Technician	12	\$ 10.00	Full-Time Fixed	Salary Adjustment
Building Services	Butler, Ronald	09/01/2021	06/30/2022	Building Services Technician	12	\$ 10.00	Full-Time Fixed	Salary Adjustment
Building Services	Cooper, Sharon	09/01/2021	06/30/2022	Building Services Technician	12	\$ 10.00	Full-Time Fixed	Salary Adjustment
Nursing	Ellett, Teresa	08/01/2021		Professor of Nursing/Program Coordinator (Assoc	9	\$ 92,222.00	Full-Time Standing	Salary Adjustment
Agricultural Sciences	Harrelson, Flint	09/01/2021		Associate Professor, Animal Science	10	\$ 61,780.00	Full-Time Standing	Salary Adjustment
Agricultural Sciences	Harrelson, Patricia	09/01/2021		Associate Professor, Animal Science	10	\$ 61,780.00	Full-Time Standing	Salary Adjustment
Construction & Engineering Services	Hood, Larry	09/01/2021	06/30/2022	Bus Driver/Project Coordinator	12	\$ 16.00	Full-Time Fixed	Salary Adjustment
Agricultural Sciences	Kaufman, Katelyn	09/01/2021		Assistant Professor, Animal Science	10	\$ 56,967.00	Full-Time Standing	Salary Adjustment
Engineering & Technology Management	Li, Zhaochao	08/01/2021		Assistant Professor, Construction & Civil Engineer	9	\$ 71,880.00	FT	Salary Adjustment
Building Services	Lykins, Hope	09/01/2021	06/30/2022	Building Services Technician	12	\$ 10.10	Full-Time Fixed	Salary Adjustment
Building Services	Markwell, Jackie	09/01/2021	06/30/2022	Building Services Technician	12	\$ 10.00	Full-Time Fixed	Salary Adjustment
Nursing	Mays, Lucille	07/01/2021		Professor, Nursing/Online Nursing Program Coor	12	\$ 109,000.00	Full-Time Standing	Salary Adjustment
Building Services	McGuire, Desiree	09/01/2021	06/30/2022	Building Services Technician	12	\$ 10.00	Full-Time Fixed	Salary Adjustment
Building Services	Moore, Candace	09/01/2021	06/30/2022	Building Services Technician	12	\$ 10.10	Full-Time Fixed	Salary Adjustment

**PAR Report
October 2021**

Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
Building Services	Rodgers, Terri	09/01/2021	06/30/2022	Building Services Technician	12	\$ 10.00	Full-Time Fixed	Salary Adjustment
Building Services	Schultz, Lisa	09/01/2021	06/30/2022	Building Services Technician	12	\$ 10.10	Full-Time Fixed	Salary Adjustment
Morehead State Police Department	Shaw, Antonio	07/01/2021		Traffic Control Assistant	12	\$ 10.00	Full-Time Standing	Salary Adjustment
Building Services	Simmons, Evelyn	09/01/2021	06/30/2022	Building Services Technician	12	\$ 10.00	Full-Time Fixed	Salary Adjustment
Building Services	Simmons, Vickie	09/01/2021	06/30/2022	Building Services Technician	12	\$ 10.00	Full-Time Fixed	Salary Adjustment
Foundational & Graduate Studies in Education	Privott, Daryl	07/01/2021		Associate Professor, Adult & Higher Education	9	\$ 53,729.00	Full-Time Standing	Salary Adjustment; Title Change
Renewals								
Upward Bound Programs	Adams, Shalyn	07/01/2021	08/31/2021	Associate Director, Upward Bound Programs (Eas	12	\$ 39,626.00	Full-Time Fixed	Renewal
Upward Bound Programs	Adams, Shalyn	09/01/2021	08/31/2022	Associate Director, Upward Bound Programs (Eas	12	\$ 39,626.00	Full-Time Fixed	Renewal
Carl Perkins Vocational Center	Adkins, Teresa	07/01/2021	06/30/2022	Mental Health Counselor	12	\$ 44,000.00	Full-Time Fixed	Renewal
Todays Youth	Blackburn, Shane	07/01/2021	06/30/2022	College and Career Coordinator	12	\$ 14.97	Full-Time Fixed	Renewal
Camden Carroll Library	Boggs, Christy	07/01/2021	06/30/2022	Coordinator, User Services	12	\$ 44,686.00	Full-Time Fixed, Probationary	Renewal
Commonwealth Educational Opportunity Center	Brunty, Ronald	09/01/2021	08/31/2022	TRIO Academic Coordinator	12	\$ 35,924.00	Full-Time Fixed	Renewal
Upward Bound Programs	Bryant, Samantha	09/01/2021	08/31/2022	Associate Director, Upward Bound Programs (Sou	12	\$ 39,334.00	Full-Time Fixed	Renewal
Talent Search Programs	Bryant, Sumner	09/01/2021	08/31/2022	Associate Director, Talent Search	12	\$ 40,235.00	Full-Time Fixed	Renewal
Equine Center	Carey, Shannon	07/01/2021	06/30/2022	Clinician Equine Science & Lecturer (Univ. Lab Fa	12	\$ 29,188.00	Full-Time Fixed, Probationary	Renewal
Upward Bound Programs	Carlisle, Amelia	09/01/2021	05/31/2022	TRIO Office Manager	12	\$ 16.92	Full-Time Fixed	Renewal
Commonwealth Educational Opportunity Center	Chapman, Sherric	07/01/2021	08/31/2021	TRIO Academic coordinator	12	\$ 35,924.00	Full-Time Fixed	Renewal
Commonwealth Educational Opportunity Center	Chapman, Sherric	09/01/2021	08/31/2022	TRIO Academic Coordinator	12	\$ 35,924.00	Full-Time Fixed	Renewal
Space Science Center	Collins, Ryan	07/01/2021	06/30/2022	Ground Station Engineer/Operator	12	\$ 61,288.00	Full-Time Fixed	Renewal
Biology & Chemistry	Cook, Deborah	09/01/2021	12/31/2021	Postdoctoral Research Associate	12	\$ 14,564.00	Full-Time Fixed	Renewal
Upward Bound Programs	Cooper, Ashley	07/01/2021	08/31/2021	Associate Director, Upward Bound Programs (Nor	12	\$ 43,858.00	Full-Time Fixed	Renewal
Upward Bound Programs	Cooper, Ashley	09/01/2021	08/31/2022	Associate Director, Upward Bound Programs (Nor	12	\$ 43,858.00	Full-Time Fixed	Renewal
Talent Search Programs	David, Maria	09/01/2021	08/31/2022	TRIO Academic Coordinator	12	\$ 35,924.00	Full-Time Fixed	Renewal
Commonwealth Educational Opportunity Center	Donovan, Matthew	07/01/2021	08/31/2021	TRIO Academic coordinator	12	\$ 35,924.00	Full-Time Fixed	Renewal
Commonwealth Educational Opportunity Center	Donovan, Matthew	09/01/2021	08/31/2022	TRIO Academic Coordinator	12	\$ 35,924.00	Full-Time Fixed	Renewal
Adult Learning Center	Fannin, Opal	07/01/2021	06/30/2022	Assistant Director/ABE Instructor II	12	\$ 35,568.00	Full-Time Fixed	Renewal
Commonwealth Educational Opportunity Center	Gamble, Shirley	07/01/2021	08/31/2021	TRIO Office Manager	12	\$ 17.09	Full-Time Fixed	Renewal
Commonwealth Educational Opportunity Center	Gamble, Shirley	09/01/2021	08/31/2022	TRIO Office Manager	12	\$ 17.09	Full-Time Fixed	Renewal
Talent Search Programs	Hall, Crystal	09/01/2021	08/31/2022	TRIO Academic Coordinator	12	\$ 35,924.00	Full-Time Fixed	Renewal
Carl Perkins Vocational Center	Hall, Kimberly	07/01/2021	06/30/2022	Administrative Specialist - CDPVTC	12	\$ 16.46	Full-Time Fixed	Renewal
Student Support Services	Hallock, Shellie	09/01/2021	08/31/2022	Director, Student Support Services	12	\$ 51,533.00	Full-Time Fixed	Renewal
Talent Search Programs	Hamilton, Camille	09/01/2021	08/31/2022	TRIO Academic Coordinator	12	\$ 35,924.00	Full-Time Fixed	Renewal
Adult Learning Center	Handshoe, Patricia	07/01/2021	06/30/2022	Adult Basic Education Instructor II (ADLC)	12	\$ 32,990.00	Full-Time Fixed	Renewal
Space Science Center	Hart, Chloe	07/01/2021	06/30/2022	Ground Station Engineer/Operator	12	\$ 61,288.00	Full-Time Fixed	Renewal
Carl Perkins Vocational Center	Hensley, Christy	07/01/2021	06/30/2022	Mental Health Counselor	12	\$ 39,500.00	Full-Time Fixed	Renewal
Talent Search Programs	Hines, Annette	09/01/2021	08/31/2022	TRIO Academic Coordinator	12	\$ 39,381.00	Full-Time Fixed	Renewal
Sociology, Social Work & Criminology	Hogge, Jean	09/30/2021	07/29/2022	Data Coordinator	12	\$ 23.31	Full-Time Fixed	Renewal
Sociology, Social Work & Criminology	Hulbig, Shelia	07/01/2021	07/29/2021	Extramural Project Leader - Drug Courts	12	\$ 23.31	Full-Time Fixed	Renewal
Sociology, Social Work & Criminology	Hulbig, Shelia	09/30/2021	07/29/2022	Extramural Project Leader - Drug Courts	12	\$ 23.31	Full-Time Fixed	Renewal
Upward Bound Programs	Hyden, Matthew	07/01/2021	05/31/2022	Associate Director, Upward Bound Programs (Cen	12	\$ 43,996.00	Full-Time Fixed	Renewal
Carl Perkins Vocational Center	Hyden, Patricia	07/01/2021	06/30/2022	Child Care Associate	12	\$ 11.66	Full-Time Fixed	Renewal
Upward Bound Programs	Isaac, Brandon	07/01/2021	05/31/2022	TRIO Academic Coordinator	12	\$ 35,924.00	Full-Time Fixed	Renewal
Upward Bound Programs	Isaac, Brandon	09/01/2021	05/31/2022	TRIO Academic Coordinator	12	\$ 35,924.00	Full-Time Fixed	Renewal
Sociology, Social Work & Criminology	Jones, Afton	09/30/2021	01/14/2022	Extramural Project Leader - MCCC & CAC	12	\$ 23.08	Full-Time Fixed	Renewal
Upward Bound Programs	Kelsey, Angela	09/01/2021	05/31/2022	TRIO Program Specialist	12	\$ 13.38	Full-Time Fixed	Renewal
Craft Academy Student Services	Kester, Sydney	07/01/2021	06/30/2022	Assistant Director of Admissions, Public Relations	12	\$ 39,334.00	Full-Time Fixed, Probationary	Renewal
Upward Bound Programs	Lewis, Amanda	07/01/2021	05/31/2022	Director, Upward Bound Programs	12	\$ 57,186.00	Full-Time Fixed	Renewal
Upward Bound Programs	Lewis, Amanda	09/01/2021	05/31/2022	Director, Upward Bound Programs	12	\$ 57,186.00	Full-Time Fixed	Renewal
Office of Regional Education & Outreach	McKinney, Jennifer	07/01/2021	06/30/2022	Director, Skills U-Adult Education	12	\$ 44,686.00	Full-Time Fixed	Renewal
Space Science Center	McNeil, Sean	07/01/2021	12/31/2021	Space Systems Engineer - Software	12	\$ 50,040.00	Full-Time Fixed	Renewal
Upward Bound Programs	Menville, Shayla	07/01/2021	05/31/2022	Academic Bridge Coordinator	12	\$ 35,924.00	Full-Time Fixed	Renewal

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Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
Adult Learning Center	Modaff, Allison	07/01/2021	06/30/2022	Adult Basic Education Instructor II (ADLC)	12	\$ 32,990.00	Full-Time Fixed	Renewal
Student Support Services	Morris, Lonnie	09/01/2021	08/31/2022	TRIO Academic Coordinator	12	\$ 41,102.00	Full-Time Fixed	Renewal
Space Science Center	Moustafa, Jendifalla	07/01/2021	12/31/2021	Space Systems Engineer - Software	12	\$ 50,040.00	Full-Time Fixed	Renewal
Sociology, Social Work & Criminology	Newell, Jennifer	09/30/2021	11/29/2021	Extramural Project Leader - VOALA	12	\$ 23.08	Full-Time Fixed	Renewal
Carl Perkins Vocational Center	Pelphrey, Jennifer	07/01/2021	06/30/2022	Adult Education Resource Instructor	12	\$ 32,500.00	Full-Time Fixed	Renewal
Student Support Services	Poston, Jane	09/01/2021	08/31/2022	Trio Program Specialist (STSS)	12	\$ 14.27	Full-Time Fixed	Renewal
Commonwealth Educational Opportunity Ceneter	Prater, Dawonna	07/01/2021	08/31/2021	TRIO Academic coordinator (Prestonsburg)	12	\$ 35,924.00	Full-Time Fixed	Renewal
Commonwealth Educational Opportunity Ceneter	Prater, Dawonna	09/01/2021	08/31/2022	TRIO Academic Coordinator (Prestonsburg)	12	\$ 35,924.00	Full-Time Fixed	Renewal
Student Support Services	Prater, Misty	09/01/2021	08/31/2022	TRIO Academic Coordinator	12	\$ 43,000.00	Full-Time Fixed	Renewal
Commonwealth Educational Opportunity Ceneter	Quinn, Heather	07/01/2021	08/31/2021	TRIO Academic Coordinator	12	\$ 35,924.00	Full-Time Fixed	Renewal
Commonwealth Educational Opportunity Ceneter	Quinn, Heather	09/01/2021	08/31/2022	TRIO Academic Coordinator	12	\$ 35,924.00	Full-Time Fixed	Renewal
Today's Youth	Reynolds, Sharon A.	07/01/2021	06/30/2022	Director, Today's Youth	12	\$ 52,033.00	Full-Time Fixed	Renewal
Talent Search Programs	Riddle, Crystal	09/01/2021	08/31/2022	TRIO Academic Coordinator	12	\$ 35,924.00	Full-Time Fixed	Renewal
Phy, Earth Sci & Space Syst Eng	Romero Valero, Ingrid Carc	07/01/2021	06/30/2022	Post-doctoral Associate	12	\$ 36,000.00	Full-Time Fixed	Renewal
Adult Learning Center - Morgan County	Rose, Verinda	07/01/2021	06/30/2022	Adult Basic Education Instructor II (Morgan)	12	\$ 32,990.00	Full-Time Fixed	Renewal
MSUCorps	Rowe, Joe	08/01/2021	07/31/2022	Director, MSUCorps	12	\$ 47,951.00	Full-Time Fixed	Renewal
Commonwealth Educational Opportunity Ceneter	Rowland, Thomas	09/01/2021	08/31/2022	Director, Educational Access Programs (CEOC)	12	\$ 59,045.00	Full-Time Fixed	Renewal
Adult Education Academy	Rudd, Bethany	07/01/2021	06/30/2022	Associate Director, Language Arts and Instruction	12	\$ 51,500.00	Full-Time Fixed	Renewal
Talent Search Programs	Savard, Maurice (Ian)	09/01/2021	08/31/2022	TRIO Office Manager (TSPR)	12	\$ 17.09	Full-Time Fixed	Renewal
Today's Youth	Shaw, Jennifer	07/01/2021	06/30/2022	College & Career Coordinator	12	\$ 15.23	Full-Time Fixed	Renewal
Commonwealth Educational Opportunity Ceneter	Simpson, Chris	09/01/2021	08/31/2022	College Access Coordinator	12	\$ 16.92	Full-Time Fixed	Renewal
Commonwealth Educational Opportunity Ceneter	Sloan, Rhonda	09/01/2021	08/31/2022	College Access Coordinator	12	\$ 16.92	Full-Time Fixed	Renewal
Commonwealth Educational Opportunity Ceneter	Smith, Sharee	09/01/2021	08/31/2022	College Access Coordinator	12	\$ 16.92	Full-Time Fixed	Renewal
Adult Learning Center	Tadlock, Beverly	07/01/2021	06/30/2022	ABE Career Navigator	12	\$ 32,990.00	Full-Time Fixed	Renewal
Carl Perkins Vocational Center	Taylor, Karen	07/01/2021	06/30/2022	Vocational Program Instructor	12	\$ 32,500.00	Full-Time Fixed	Renewal
Sociology, Social Work & Criminology	Taylor, Morgan	07/01/2021	09/29/2021	Data Coordinator	12	\$ 15.15	Full-Time Fixed	Renewal
Commonwealth Educational Opportunity Ceneter	Thompson, Veronica	09/01/2021	08/31/2022	TRIO Program Specialist	12	\$ 12.59	Full-Time Fixed	Renewal
Carl Perkins Vocational Center	Walker, Elizabeth	07/01/2021	06/30/2022	child Care Center Director	12	\$ 32,500.00	Full-Time Fixed	Renewal
Talent Search Programs	Williams, Sharon	09/01/2021	08/31/2022	Director, Talent Search Programs	12	\$ 55,219.00	Full-Time Fixed	Renewal
Adult Basic Education - Bath County	Wilson, Alicia	07/01/2021	06/30/2022	Adult Basic Education Instructor II (Bath)	12	\$ 32,990.00	Full-Time Fixed	Renewal
Talent Search Programs	Wilson, April	09/01/2021	08/31/2022	TRIO Program Assistant	12	\$ 11.24	Full-Time Fixed	Renewal
Sociology, Social Work & Criminology	Birdwhistell, Shira	08/31/2021	11/30/2021	Extramural Project Leader - MCCC Covid/Zero St	12	\$ 23.08	Full-Time Fixed	Renewal; Update GL's
Sociology, Social Work & Criminology	McCauley, Alicia	08/31/2021	11/30/2021	Data Coordinator	12	\$ 14.97	Full-Time Fixed	Renewal; Update GL's
Sociology, Social Work & Criminology	Newell, Jennifer	08/31/2021	09/29/2021	Extramural Project Leader - VOALA	12	\$ 23.08	Full-Time Fixed	Renewal; Update GL's
Separations								
Women's Basketball/Athletics	Duck, Dominique	07/13/2021		Associate Head Women's Basketball Coach	12	\$ 42,500.00	Full-Time Fixed	Contract End
Women's Basketball/Athletics	Maass, Justin	07/13/2021		Associate Head Women's Basketball Coach	12	\$ 39,000.00	Full-Time Fixed	Contract End
Women's Basketball	Haigh, Patrick	09/07/2021		Assistant Women's Basketball Coach	12	\$ 55,900.00	Full-Time Fixed, Probationary	Discharge
Today's Youth	Blackburn, Shane	08/12/2021		College & Career Coordinator	12	\$ 14.97	Full-Time Fixed	Resignation
MSU Police Department	Catron, Harley	07/08/2021		Police Officer	12	\$ 15.12	Full-Time Fixed, Probationary	Resignation
Planning, Performance & Effectiveness, Office Of	Frisby, Joshua	08/20/2021		Programmer Analyst, Institutional Research	12	\$ 65,000.00	Full-Time Standing	Resignation
Alumni Relations & Development	Gillum, David	07/15/2021		Alumni and Digital Engagment Officer	12	\$ 35,568.00	Full-Time Standing	Resignation
Enrollment Services	Grimes, Ian	08/23/2021		Enrollment Services Counselor	12	\$ 16.92	Full-Time Fixed	Resignation
Athletics	Hacker, Sara	07/09/2021		Assistant Director Athletics, External Affairs & Ser	12	\$ 56,944.00	Full-Time Fixed	Resignation
Recreation and Wellness Center	Hilton, Jason	07/30/2021		Associate Director of Aquatics, Facilities and Outd	12	\$ 50,040.00	Full-Time Standing	Resignation
Engineering & Technology Management	Li, Zhaochao	08/01/2021		Assistant Professor, Construction & Civil Engineer	9	\$ 72,030.00	Full-Time Standing	Resignation
Retention Program	Lord, Annelle	07/26/2021		Retention Specialist & Academic Advisor/Lecturer	12	\$ 35,090.00	Full-Time Standing	Resignation
Enrollment Services	Maness, Hannah	09/30/2021		Enrollment Services Counselor	12	\$ 16.92	Full-Time Fixed	Resignation
Vet Technology Program	Mirus, Lauren	08/01/2021		Assistant Professor, Veterinary Science	9	\$ 56,000.00	Full-Time Standing	Resignation
Adult Education Academy	Rudd, Bethany	08/09/2021		Associate Director, Language Arts and Instruction	12	\$ 51,500.00	Full-Time Fixed	Resignation
Recreation and Wellness Center	Spurlock, Eric	07/01/2021		Bowling Coach & Manager, University Bowling Ce	12	\$ 35,547.00	Full-Time Standing	Resignation
Adult Learning Center	Tadlock, Beverly	07/20/2021		ABE Career Navigator	12	\$ 32,990.00	Full-Time Fixed	Resignation

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Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
Adult Basic Education - Powell	Taulbee, Barbara	07/01/2021	07/20/2021	ABE Instructor II (Powell & Wolf)	12	\$ 33,320.00	Full-Time Fixed	Resignation
Morehead Police	Tipp, Colin	07/13/2021		Police Officer	12	\$ 14.97	Full-Time Fixed	Resignation
Housing & Residential Education	Weideman, Emily	07/30/2021		Assistant Director, Student Housing	12	\$ 47,951.00	Full-Time Fixed	Resignation
Smith, College of Business & Technology, Office of th	Breeze, Margaret (Peggy)	07/30/2021		Administrative Assistant to Dean (DCBT)	12	\$ 18.39	Full-Time Standing	Retirement
Payroll	Cline, Gaylena	07/31/2021		Associate Director, Payroll	12	\$ 70,500.00	Full-Time Standing	Retirement
Building Maintenance	Crawford, John	07/31/2021		Maintenance Technician II	12	\$ 15.36	Full-Time Standing	Retirement
Univerisity Farm	Frale, Joseph	09/30/2021		Farm Manager/Instructor	12	\$ 52,033.00	Full-Time Standing	Retirement
Kinesiology, Health & Imaging Sciences	Goodpaster, Wretha	07/31/2021		Associate Professor, Imaging Sciences	9	\$ 62,319.00	Full-Time Standing	Retirement
Agricultural Sciences	Johnson, Debby	07/31/2021		Associate Professor, Agriculture	9	\$ 62,389.00	Full-Time Standing	Retirement
School of Business Administration	Kunz, Michelle	09/30/2021		Professor, Marketing	9	\$ 99,150.00	Full-Time Standing	Retirement
Provost & Vice President, Office of	Russell, Gregory	07/01/2021		Provost & Vice President for Academic Affairs	12	\$ 185,000.00	Full-Time Standing	Retirement
MSU Police Department	Stidam, Mark	07/30/2021		Police Supervisor (Sergeant)	12	\$ 22.39	Full-Time Standing	Retirement
Other								
Retention Program	Butler, Topaz	07/16/2021	06/30/2022	Degree Completion Coach/Lecturer	12	\$ 33,820.00	Full-Time Fixed	Advance Degree Increase
Retention Program	Butler, Topaz	07/16/2021	06/30/2022	Degree Completion Coach/Lecturer	12	\$ 33,820.00	Full-Time Fixed	Advance Degree Increase
Athletics, Office Of	Gordon, James	07/16/2021	06/30/2022	Director, Athletics	12	\$ 126,500.00	Full-Time Fixed	Advance Degree Increase
MSU Teach	Rowe, Angela	08/16/2021	06/30/2022	Educational Program Coordinator/Manager (MSU)	12	\$ 17.35	Full-Time Fixed	Advance Degree Increase
Music, Theatre & Dance	Davis, Natasha	09/16/2021		Associate Professor, Dance	9	\$ 55,966.00	Full-Time Standing	Advanced Degree Increase
Sociology, Social Work & Criminology	McCaughey, Alicia	10/01/2021	11/30/2021	Data Coordinator	12	\$ 15.23	Full-Time Fixed	Advanced Degree Increase
History, Philosophy, Politics, Global Studies & Legal S	Albrink, Laken	08/01/2021		Assistant Professor, Legal Studies	9	\$ 54,150.00	Full-Time Standing	Department Name Change
History, Philosophy, Politics, Global Studies & Legal S	Berglee, Royal	08/01/2021		Professor, Geography & Intern & Interd Studies	9	\$ 66,254.00	Full-Time Standing	Department Name Change
History, Philosophy, Politics, Global Studies & Legal S	Conroy, Christina	08/01/2021		Associate Professor, Philosophy	9	\$ 55,168.00	Full-Time Standing	Department Name Change
History, Philosophy, Politics, Global Studies & Legal S	Cornett, Karen	07/01/2021		Academic Department Specialist (HPGL)	12	\$ 16.49	Full-Time Standing	Department Name Change
History, Philosophy, Politics, Global Studies & Legal S	Craig, Verdie	08/01/2021		Associate Professor, Geography	9	\$ 59,869.00	Full-Time Standing	Department Name Change
History, Philosophy, Politics, Global Studies & Legal S	Dunman, Leonard	08/01/2021		Assistant Professor, Legal Studies	9	\$ 54,650.00	Full-Time Standing	Department Name Change
History, Philosophy, Politics, Global Studies & Legal S	Ernst, John	08/01/2021		Professor, History	9	\$ 75,820.00	Full-Time Standing	Department Name Change
History, Philosophy, Politics, Global Studies & Legal S	Fitzpatrick, Benjamin	08/01/2021		Visiting Assistant Professor of History	9	\$ 51,960.00	Full-Time Fixed	Department Name Change
History, Philosophy, Politics, Global Studies & Legal S	Grise, David	08/01/2021		Assistant Professor, Legal Studies	9	\$ 54,390.00	Full-Time Fixed	Department Name Change
History, Philosophy, Politics, Global Studies & Legal S	Holcomb, Jason	08/01/2021		Associate Professor, Geography & Global Studies	9	\$ 64,165.00	Full-Time Standing	Department Name Change
History, Philosophy, Politics, Global Studies & Legal S	Kiffmeyer, Thomas	08/01/2021		Associate Professor, History	9	\$ 61,603.00	Full-Time Standing	Department Name Change
History, Philosophy, Politics, Global Studies & Legal S	Little, David	08/01/2021		Assistant Professor, Political Science	9	\$ 54,420.00	Full-Time Standing	Department Name Change
History, Philosophy, Politics, Global Studies & Legal S	Mandzy, Adrian	08/01/2021		Professor, History	9	\$ 65,548.00	Full-Time Standing	Department Name Change
History, Philosophy, Politics, Global Studies & Legal S	Masterson, James	08/01/2021		Associate Professor, Political Science	9	\$ 64,839.00	Full-Time Standing	Department Name Change
History, Philosophy, Politics, Global Studies & Legal S	Mock, Douglas	08/01/2021		Assistant Professor, Political Science	9	\$ 54,300.00	Full-Time Standing	Department Name Change
History, Philosophy, Politics, Global Studies & Legal S	O'Dell, Gary	08/01/2021		Professor, Geography	9	\$ 68,354.00	Full-Time Standing	Department Name Change
History, Philosophy, Politics, Global Studies & Legal S	Scott, Alana	08/01/2021		Associate Professor, History	9	\$ 61,771.00	Full-Time Standing	Department Name Change
Sociology, Social Work & Criminology	Birdwhistell, Shira	07/31/2021	08/30/2021	Extramural Project Leader - MCCC Covid/Zero St	12	\$ 23.08	Full-Time Fixed	GL Account Number Change
Sociology, Social Work & Criminology	Hulbig, Shelia	07/30/2021	09/29/2021	Extramural Project Leader - Drug Courts	12	\$ 23.31	Full-Time Fixed	GL Account Number Change
Sociology, Social Work & Criminology	McCaughey, Alicia	07/31/2021	08/30/2021	Data Coordinator	12	\$ 14.97	Full-Time Fixed	GL Account Number Change
Mathematics	Qualls, Joshua	08/09/2021		Assistant Professor, Mathematics	9	\$ 52,000.00	Full-Time Standing	Lateral Transfer
Foundational & Graduate Studies in Education	Little, Sabrina	08/09/2021	05/17/2021	Instructor, Education	9	\$ 40,000.00	Full-Time Fixed	MOF: Part-Time to Full-Time
Engineering & Technology Management	Salinas-Hernandez, Andres	07/01/2021	06/30/2022	Research Associate	12	\$ 40,000.00	Full-Time Fixed, Probationary	MOF: Part-Time to Full-Time
Enrollment Services	Session, Silas	07/01/2021	06/30/2022	Director, Military Initiatives/Visiting Assistant Pro	12	\$ 60,160.00	Full-Time Fixed	Mov: From Faculty to Staff
OPPE/University Assessment	Harr, Shannon	07/01/2021		Director, University Assessment	12	\$ 70,477.00	Full-Time Standing	Other: Split Job Duties Between Two Dept.
Morehead State Public Radio	Hitchcock, Paul	07/01/2021		General Manager, Morehead State Public Radio	11	\$ 60,096.00	Full-Time Standing	Other; Mov from 10 month to 11 month
Phy, Earth Sci & Space Syst Eng	Romero Valero, Ingrid Carc	07/01/2021	06/30/2022	Post-doctoral Associate	12	\$ 36,000.00	Full-Time Fixed	Probation Complete
History, Philosophy, Politics, Global Studies & Legal S	Fitzpatrick, Benjamin	08/09/2021		Assistant Professor, History	12	\$ 55,000.00	Full-Time Standing	Tenure Track/Salary Adjustment
Nursing	Cloud, Merry Jo	07/01/2021		Simulation Specialist	12	\$ 45,010.00	Full-Time Standing	Title Change; MOV from Faculty to Staff
Nursing	Lowery, Bethany	07/01/2021		Patient Care Laboratory Coordinator	12	\$ 42,400.00	Full-Time Standing	Title Change; MOV from Faculty to Staff
Payroll	Baker, Kody	10/16/2021		Human Resources Asst. (Payroll)	12	\$ 18.00	Full-Time Standing, Probationary	Transfer
Retention Program	Fife, Jana	10/01/2021	06/30/2022	Retention Specialist & Academic Advisor/Lecturer	12	\$ 35,090.00	Full-Time Fixed, Probationary	Transfer
Tutoring & Learning Center	Handshoe, Patricia	08/01/2021		Coordinator of Tutoring Services/Lecturer	12	\$ 32,990.00	Full-Time Fixed, Probationary	Transfer

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Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
VP, University Advancement	Hesterberg, Richard	09/16/2021	06/30/2022	VP, University Advancement	12	\$ 120,000.00	Full-Time Fixed	Transfer
Retention	Fife, Jana	09/16/2021	06/30/2022	Retention Specialist & Academic Advisor/Lecturer	12	\$ 35,090.00	Full-Time Fixed, Probationary	Transfer/Promotion
Vet Technology Program	Mirus, Lauren	08/09/2021	01/13/2022	Instructor, Veterinary Technology	9	\$ 18,750.00	Full-Time Fixed	Voluntary Demotion

Total Appointment Status Actions: 252

Roster Positions Summary
9/30/2021

	July 1 Positions	Position Adjustments	Current Positions	Current Positions Filled	Current Percentage Filled
Office of the President	13.05	-	13.05	11.05	84.67%
Division of University Advancement	23.63	-	23.63	20.63	87.30%
Division of Administration and Fiscal Services	75.13	(1.50)	73.63	66.13	89.81%
Facilities Management	86.00	1.00	87.00	83.00	95.40%
Division of Student Affairs	127.45	-	127.45	120.95	94.90%
Division of Academic Affairs	44.50	-	44.50	39.25	88.20%
Caudill College of Arts, Humanities & Social Sciences	120.41	-	120.41	117.16	97.30%
Smith College of Business and Technology	46.42	-	46.42	43.42	93.54%
Volgenau College of Education	49.40	-	49.40	49.40	100.00%
College of Science	142.15	-	142.15	135.15	95.08%
Undergraduate Education & Student Success	33.20	-	33.20	31.70	95.48%
Regional Education & Outreach	6.50	-	6.50	5.00	76.92%
Camden-Carroll Library	22.00	-	22.00	21.00	95.45%
	789.84	(0.50)	789.34	743.84	94.24%

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

Recommendation:

That the Board of Regents reaffirm and renew the University's regulation titled "Permission for an Employee to Have an Interest in a Contract Between the Institution and a Business."

Background:

The recommendation that the Board reaffirm and renew the regulation titled "Permission for an Employee to Have an Interest in a Contract Between the Institution and a Business" is in response to the state's requirement that all regulations must be reapproved on a regular basis.

KRS 164.390 states "[u]nless specifically approved by the governing board of an institution under the provisions of KRS 164.367, no president, professor, teacher, member of the executive council, or other officer or employee shall be interested in any contract or purchase for the building or repairing of any structure or furnishing of any supplies for the use of a university or college."

KRS 164.367(2) and (3) provide that "[t]he governing board of each public postsecondary education institution may adopt regulations establishing the conditions under which and the procedures whereby the board may approve a specific instance of an employee having an interest in a contract between the institution and a business. Each governing board shall forward, as soon as practicable, a copy of the regulations it adopts under the provisions of this section to the Legislative Research Commission. A board shall also forward any subsequent changes to the regulations to the Commission."

The Morehead State University Board of Regents first approved the regulation at the June 9, 2011 board meeting. Therefore, it is the President's recommendation that the Board reaffirm and renew the regulation with no changes. Upon approval by the Morehead State University Board of Regents, the attached regulatory language will be sent to the Kentucky Legislative Research Commission.

Recommendation:

That the Board adopt the attached regulation pursuant to the provisions of Kentucky Revised Statutes 164.367.

Background:

Employees of state universities are generally prohibited from having an interest in a contract between the institution and a business. A business is defined in the statutes as "...any corporation, limited liability corporation, partnership, limited liability partnership, sole proprietorship, firm, enterprise, franchise, association, organization, self-employed individual, holding company, joint stock company, receivership, trust, or any legal entity through which business is conducted for profit."

KRS 164.367 does provide that governing boards may adopt regulations that will allow its employees to have an interest in a contract between a business and the institution. The statute requires the board to review and approve each specific instance of an employee having an interest in such contracts.

The University under most circumstances will not have occasion to enter into contracts with businesses in which an employee would have a significant interest. However, should a situation arise where goods or services are not readily available from other sources, the flexibility to transact business with an employee could prove to be the most efficient or economical means of procurement.

The recommended procedure for such transactions is as follows:

- Upon recognition of a need to enter into a contract in which an employee of the University has a business interest, the appropriate vice president or provost shall submit to the President a written justification for the need for the transaction.
- The President, upon review of the facts and circumstances, may approve a contract.
- The requesting department shall coordinate the transaction with the Office of Support Services to ensure that the transaction is conducted in accordance with the Kentucky Model Procurement Code detailed in KRS Chapter 45A, and any other applicable laws or regulations.
- The President shall provide a summary of each contract, including appropriate documentation and justification, to the Board of Regents at its next regularly scheduled meeting for the Board's ratification.

KRS 164.367 provides that the Board shall forward a copy of the regulations it adopts to the Legislative Research Commission. The University's General Counsel has drafted the

attached regulation for the Board's consideration and approval. Upon adoption of the regulation, Administration and Fiscal Services staff will make the appropriate filing of the regulation with the Legislative Research Commission.

**PERMISSION FOR AN EMPLOYEE TO HAVE AN INTEREST IN A CONTRACT
BETWEEN THE INSTITUTION AND A BUSINESS**

RELATES TO: KRS 164.367, KRS 11A.010, KRS 45A

STATUTORY AUTHORITY: KRS 164.367

NECESSITY, FUNCTION, AND CONFORMITY: The governing boards of the public institutions of higher education may elect to establish the conditions under which and the procedures whereby the board may approve a specific instance of an employee having an interest in a contract between the institution and a business by issuing administrative regulations to do so. This administrative regulation implements the provisions of KRS 164.367 at Morehead State University.

Section 1. Definitions.

"Business" is defined by KRS 11A.010.

Section 2. Conditions for Employee Interest in a Contract.

A University employee may have an interest in a contract between the institution and a business provided that it is in the best interest of the University for the University to enter into the contract. Each contract must receive independent review to determine if that particular contract meets the standard. Each such contract must be awarded pursuant to KRS 45A and any other applicable law. The employee must not perform any duties or offer any services under the contract during the employee's regularly scheduled work hours.

Section 3. Procedure for Approval of Contract

Upon the written recommendation of the appropriate vice president or provost, the President of the University may approve the University's entering into a contract with a business in which a University employee has an interest provided the conditions set forth in Section 2 have been met. The Board of Regents shall review each such contract and the basis therefore at its next regularly scheduled meeting. It shall ratify the contract if it is in the best interest of the University.

Recommendation:

That the Board of Regents accept the audit report for the fiscal year ended June 30, 2021 as presented 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 March 25, 2021, the Board approved the recommendation of the Audit Committee to appoint the accounting firm of Dean Dorton Allen Ford, PLLC to conduct the 2020-21 fiscal year audit. 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 audit for the June 30, 2021 fiscal year. The report was issued with an unmodified opinion on the financial statements. A copy of the audit report has been provided to each member of the Board of Regents. The Audit Committee met on December 2, 2021. Representatives from Dean Dorton Allen Ford, PLLC presented the University's audited financial statements to the Committee for acceptance.

**RATIFY 2020-2021
AMENDED OPERATING BUDGET**

**BOR (IV-B-2)
December 2, 2021**

Recommendation:

That the Board of Regents approve the amended operating budget for the fourth quarter of the 2020-2021 fiscal year.

Background:

The University has a statutory requirement to furnish quarterly financial reports to the Board of Regents. On September 30, 2021, Dean Dorton Allen Ford, PLLC completed the audit of the Financial Statements for the fiscal year ended June 30, 2021. The information contained in the audited financial statements is reflective of all transactions for the fiscal year and the attached operating budget amendment information corresponds with the audit report for the fiscal year ended June 30, 2021.

Morehead State University
Unrestricted Current Funds
Budget Amendments
For the Period April 1, 2021 to June 30, 2021

	Opening Budget As of 4/1/2021	Adjustments	Amended Budget As of 6/30/2021
Operating revenues:			
Student tuition and fees	\$59,531,150	327,262	\$59,858,412
Sales and services of educational activities	1,575,085	228,928	1,804,013
Budgeted fund balance	10,902,911	-	10,902,911
Auxiliary enterprises:			
Residence halls	12,629,653	42,347	12,672,000
Bookstore	3,585,500	-	3,585,500
Other auxiliaries	1,768,247	7,895	1,776,142
Auxiliaries budgeted fund balance	3,793,400	-	3,793,400
Other operating revenues	4,354,158	2,889	4,357,047
Total operating revenues	98,140,104	609,321	98,749,425
Operating expenses:			
Educational & general:			
Instruction	39,080,499	441,192	39,521,691
Research	338,541	-	338,541
Public service	1,167,208	(5,794)	1,161,414
Library	2,247,628	22,278	2,269,906
Academic support	4,314,384	(244,335)	4,070,049
Student services	14,652,745	266,725	14,919,470
Institutional support	12,580,469	707,088	13,287,557
Operation and maintenance of plant	9,574,689	1,953,205	11,527,894
Student aid	24,209,548	102,176	24,311,724
Auxiliary enterprises:			
Residence halls	7,947,001	(1,096,267)	6,850,734
Bookstore	3,093,185	5,314	3,098,499
Other auxiliaries	2,144,996	(411,164)	1,733,832
Total operating expenses	121,350,893	1,740,418	123,091,311
Operating loss	(23,210,789)	(1,131,097)	(24,341,886)
Nonoperating revenues (expenses):			
State appropriations	37,447,000	-	37,447,000
CRF Grant Funds - Appropriations	885,900	-	885,900
Other Grant Funds	1,611,892	815,436	2,427,328
Investment income (net of expense)	45,000	-	45,000
Budgeted contingency reserves	(8,154,331)	-	(8,154,331)
Net nonoperating revenues (expense)	31,835,461	815,436	32,650,897
Income (Loss) before capital appropriations	8,624,672	(315,661)	8,309,011
Capital appropriations	(8,624,672)	315,661	(8,309,011)

Morehead State University
Unrestricted Current Funds
Notes of Significant Budget Amendments
For the Period April 1, 2021 to June 30, 2021

1. Allocations of tuition and fee revenue included \$138,718 from Winter session tuition revenue to instructional units for Winter supplemental pay and fringe benefits; \$111,912 from course fee revenue to instructional units; and \$76,632 from facility fee revenue to the asset preservation fund.
2. Budget amendments from sales and services of educational activities included \$82,196 in Eagle Excellence Fund (EEF) support to athletics from the MSU Foundation, \$86,105 from other athletic revenue to athletic units, and \$60,627 from various revenue to units within Academic Affairs.
3. In addition to revenue allocations noted above, other significant transfers to instruction were comprised of one-time fund allocations of \$143,190 for instructional mini grants; \$80,000 for lecturer and overload personnel expenses; and \$143,809 for ITV classroom updates. These transfers were offset by the recognition of CARES Act and CRRSA Act grant funds revenue.
4. The majority of the (\$244,335) adjustments in academic support budgets were related to fiscal year-end realignment to other functional categories based on activity during the year.
5. Student services adjustments included revenue allocations from the MSU Foundation, athletic revenue, and other sources totaling \$213,033. This was offset by a net reduction of (\$122,255) in foundation funding for Craft Academy-Student Services during the fourth quarter.
6. Operation and maintenance of plant amendments included year-end budget realignments associated with the reclassification of expenses from E&G to auxiliary resulting in a net increase of \$636,889 in E&G from the original maintenance allocation budgeted. Other significant amendments were \$307,000 of asset preservation funding for the Library roof and \$350,759 realignment of utility budgets from auxiliary enterprises to E&G. During the fourth quarter additional allocations totaled \$383,327 for multiple improvement projects, including \$255,000 for classroom furniture, which were offset by the recognition of CARES Act and CRRSA Act grant funds revenue.
7. Institutional support included \$54,723 in KLEFPF revenue for Police Officer incentive pay and \$488,209 for year-end budget realignments associated with the reclassification of fewer information technology expenses
8. Residence Hall amendments included year-end budget realignments resulting from decreased reallocations of information technology (\$660,009) and maintenance (\$636,889) expenses compared to the original reallocation budget.
9. Significant amendments from other auxiliaries totaled (\$419,848) for year-end adjustments including realignment of utility budgets between E&G and auxiliary.

Morehead State University
Capital Outlay Status Report
Agency Funds
For the Period of April 1, 2021 to June 30, 2021

Estimated Project Scope	Completion Date	Project Status
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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
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**ACCEPT FIRST QUARTER FINANCIAL REPORT
AND RATIFY AMENDED OPERATING BUDGET,
FY 2021-2022**

**BOR (IV-B-3)
December 2, 2021**

Recommendation:

That the Board accept the financial statements and ratify the amended operating budget for the first quarter of the fiscal year that will end June 30, 2022.

Background:

The University has a statutory requirement to furnish quarterly financial reports to the Board of Regents. Financial statements have been prepared as of September 30, 2021, the first quarter of the fiscal year ending June 30, 2022. The statements, along with management's discussion and analysis and budget amendment information are attached.

**Morehead State University
Management's Discussion and Analysis
First Quarter Financial Statements
September 30, 2021**

This discussion and analysis of Morehead State University's financial statements provides an overview of the University's financial activities for the three months that ended on September 30, 2021. 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, Expenses and Changes in Net Position provide information about the unrestricted current funds revenues, expenses 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 first quarter of the 2021-2022 fiscal year. During the period July 1, 2021 through September 30, 2021 the University operated with a surplus of revenues over expenses and transfers in the amount of \$17,578,037. This level of operating surplus is expected at this time, since most of the billings for the fall 2021 semester are reflected in the tuition and fees revenue and only expenditures through September 30, 2021 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 three months are summarized as follows:

- ▶ Total operating revenues decreased approximately \$911 thousand from the prior year to \$41.9 million. This decrease relates to reductions in tuition and fees revenue due to declines in undergraduate and graduate enrollment and was offset by increases in sales and services of educational activities and other operating revenues. Total nonoperating revenues increased approximately \$1.5 million from the prior year to \$13 million. This relates to an increase in state appropriations for the University's required contributions to KERS Non-Hazardous System for an allocated portion of the System's unfunded actuarial accrued liability amortization cost and for additional support to the Craft Academy for Excellence in Science and Mathematics.
- ▶ The percent of actual operating revenue to budget was 40.64% at September 30, 2021 and 44.05% at September 30, 2020. This percentage would be expected at this time, since most of the billings for the fall 2021 semester are reflected in revenue.
- ▶ Total operating expenses increased approximately \$4 million from the prior year to \$37 million. A significant amount of this increase relates to employer pension contributions paid to KERS Non-Hazardous System for the University's allocated portion of the annual amortization cost during the period ended September 30, 2021. There were also increases in salaries and benefits, supplies, and travel expenditures as compared to the prior year. 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 \$17 million at September 30, 2021 and \$19 million at September 30, 2020. 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
September 30, 2021 and 2020

	<u>2021</u>	<u>2020</u>
	<u>ACTUAL</u>	<u>ACTUAL</u>
Assets and deferred outflows of resources		
Current assets:		
Cash and cash equivalents	\$64,371,801	\$51,207,387
Accounts, grants and loans receivable, net	17,987,105	12,813,419
Prepaid interest	114,023	16,083
Inventories	1,464,269	1,878,357
Other current assets	<u>237,341</u>	<u>430,181</u>
Total current assets	84,174,539	66,345,427
Noncurrent assets:		
Accounts, grants and loans receivable, net	2,335,217	2,680,053
Prepaid interest	684,136	112,580
Prepaid lease	2,955,911	3,098,284
Investments	17,677,465	17,951,458
Capital assets, net	<u>233,941,375</u>	<u>246,298,706</u>
Total noncurrent assets	<u>257,594,104</u>	<u>270,141,081</u>
Total assets	<u>341,768,643</u>	<u>336,486,508</u>
Deferred outflows of resources:		
Pensions	9,854,431	15,232,103
OPEB	<u>3,550,955</u>	<u>2,847,718</u>
Total deferred outflows of resources	<u>13,405,386</u>	<u>18,079,821</u>
Total assets and deferred outflows of resources	<u>\$355,174,029</u>	<u>\$354,566,329</u>
Liabilities, Deferred Inflows and Net Position		
Current liabilities:		
Accounts payable and accrued liabilities	\$5,185,982	\$6,947,552
Unearned revenue	2,435,953	1,519,248
Other current liabilities	136,566	888,192
Bonds and capital lease obligations, current portion	<u>4,562,656</u>	<u>4,910,688</u>
Total current liabilities	12,321,157	14,265,680
Long-term liabilities:		
Bonds and capital lease obligations, noncurrent portion	73,837,448	78,380,101
Advances from federal government for student loans	1,958,456	2,528,556
Unearned revenue	290,235	290,235
Deferred gain on disposal	1,143,875	1,215,367
Net pension liability	91,626,856	101,444,195
Net OPEB liability	<u>17,904,882</u>	<u>20,624,696</u>
Total long-term liabilities	<u>186,761,752</u>	<u>204,483,150</u>
Total liabilities	<u>199,082,909</u>	<u>218,748,830</u>
Deferred inflows of resources:		
Deferred bond reoffering premium	1,484,188	1,671,061
Pensions	38,149,723	72,715,166
OPEB	<u>10,951,570</u>	<u>9,771,825</u>
Total deferred inflows of resources	<u>50,585,481</u>	<u>84,158,052</u>
Net position		
Net investment in capital assets	154,855,242	161,465,519
Restricted:		
Expendable	10,594,248	10,202,784
Nonexpendable	11,665,194	11,544,256
Unrestricted	<u>(71,609,045)</u>	<u>(131,553,112)</u>
Total net position	<u>105,505,639</u>	<u>51,659,447</u>
Total liabilities, deferred inflows and net position	<u>\$355,174,029</u>	<u>\$354,566,329</u>

See Attached Notes To Statements of Net Position

Morehead State University
Unrestricted Current Funds
Statements of Revenues, Expenses & Changes in Net Position
For the Three Months Ended September 30, 2021 and 2020

	2021-2022			2020-2021			Change in Actual	Percent of Change in Actual
	Amended Budget	Actual	Percent of Actual to Budget	Amended Budget	Actual	Percent of Actual to Budget		
Operating revenues:								
Student tuition and fees	\$59,634,000	\$30,153,431	50.56%	\$59,531,150	\$32,249,821	54.17%	(\$2,096,390)	(6.50%)
Sales and services of educational activities	1,593,067	1,190,689	74.74%	1,522,274	671,048	44.08%	519,641	77.44%
Budgeted fund balance E&G	18,230,261			10,687,477				
Auxiliary enterprises:								
Residence halls	13,442,300	7,277,716	54.14%	12,518,100	7,062,521	56.42%	215,195	3.05%
Bookstore	3,205,000	1,235,565	38.55%	3,585,500	1,195,194	33.33%	40,371	3.38%
Other auxiliaries	1,322,500	345,917	26.16%	1,764,500	227,411	12.89%	118,506	52.11%
Budgeted fund balance Aux.	1,984,000			3,793,400				
Other operating revenues	3,830,994	1,752,208	45.74%	3,918,552	1,460,393	37.27%	291,815	19.98%
Total operating revenues	103,242,122	41,955,526	40.64%	97,320,953	42,866,388	44.05%	(910,862)	(2.12%)
Operating expenses:								
Educational & general:								
Instruction	41,759,015	8,015,146	19.19%	38,142,665	6,983,747	18.31%	1,031,399	14.77%
Research	105,344	24,379	23.14%	325,888	22,983	7.05%	1,396	6.07%
Public service	1,302,495	287,891	22.10%	960,718	287,174	29.89%	717	0.25%
Library	2,285,315	682,880	29.88%	2,184,364	696,402	31.88%	(13,522)	(1.94%)
Academic support	4,443,803	830,036	18.68%	4,183,715	754,992	18.05%	75,044	9.94%
Student services	16,403,525	4,760,435	29.02%	14,746,559	3,432,566	23.28%	1,327,869	38.68%
Institutional support	13,749,464	4,457,554	32.42%	12,569,681	3,982,977	31.69%	474,577	11.92%
Operation and maintenance of plant	10,070,788	4,097,115	40.68%	9,142,168	3,135,074	34.29%	962,041	30.69%
Student aid	24,227,307	11,484,827	47.40%	24,204,466	11,776,404	48.65%	(291,577)	(2.48%)
Auxiliary enterprises:								
Residence halls	9,123,230	1,749,858	19.18%	6,413,292	1,013,900	15.81%	735,958	72.59%
Bookstore	2,774,327	276,733	9.97%	3,093,185	616,459	19.93%	(339,726)	(55.11%)
Other auxiliaries	1,526,412	361,638	23.69%	2,141,249	325,309	15.19%	36,329	11.17%
Total operating expenses	127,771,025	37,028,492	28.98%	118,107,950	33,027,987	27.96%	4,000,505	12.11%
Operating (loss) income	(24,528,903)	4,927,034	(20.09%)	(20,786,997)	9,838,401	(47.33%)	(4,911,367)	(49.92%)
Nonoperating revenues (expenses):								
State appropriations	43,324,900	12,997,500	30.00%	38,332,900	11,499,900	30.00%	1,497,600	13.02%
Other Grant Funds	(3,556,613)							
Investment income (net of investment expense)	45,000	10,880	24.18%	45,000	14,976	33.28%	(4,096)	(27.35%)
Budgeted contingency reserves	(8,107,000)			(8,406,431)				
Net nonoperating revenues	31,706,287	13,008,380	41.03%	29,971,469	11,514,876	38.42%	1,493,504	12.97%
Income before capital appropriations	7,177,384	17,935,414	249.89%	9,184,472	21,353,277	232.49%	(3,417,863)	(16.01%)
Capital appropriations/Transfers	(7,177,384)	(357,377)	4.98%	(9,184,472)	(2,211,988)	24.08%	1,854,611	(83.84%)
Increase in net position		<u>\$17,578,037</u>			<u>\$19,141,289</u>		(1,563,252)	(8.17%)

Morehead State University
Notes to the Statements of Net Position
September 30, 2021 and 2020

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 \$13 million. This increase primarily relates to Higher Education Emergency Relief Funds received under the Coronavirus Response and Relief Supplemental Appropriations Act (CRRSAA) and the American Rescue Plan Act to defray expenses associated with the Covid-19 pandemic.
3. Accounts, grants, and loans receivable are shown net of allowance for uncollectible student accounts of \$1,068,992 at September 30, 2021 and \$1,168,721 at September 30, 2020. Also, included in this category is \$11.6 million in receivables from federal and state agencies at September 30, 2021 and \$4.7 million at September 30, 2020. The increase in receivables from federal and state agencies is primarily related to the timing of when financial aid drawdowns were completed.
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 \$12 million from the previous year primarily due to depreciation expense. Accumulated depreciation on buildings and equipment was \$231,360,100 at September 30, 2021 and \$221,002,700 at September 30, 2020.
7. Deferred outflows of resources include the amount of pension and OPEB contributions paid to KTRS and KERS from July 1, 2020 through June 30, 2021. These amounts were paid subsequent to the June 30, 2020 measurement date and will be recognized as a reduction of the net pension liability in the year ended June 30, 2022. 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 in the amount of \$4.7 million and amortized \$145,000 in Bond Reoffering Premiums.
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 various 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 July 1, 2021 to September 30, 2021

	Opening Budget As of 7/1/2021	Adjustments	Amended Budget As of 9/30/2021
Operating revenues:			
Student tuition and fees	\$59,634,000	-	\$59,634,000
Sales and services of educational activities	1,437,170	155,897	1,593,067
Budgeted fund balance	17,723,392	506,869	18,230,261
Auxiliary enterprises:			
Residence halls	13,442,300	-	13,442,300
Bookstore	3,205,000	-	3,205,000
Other auxiliaries	1,322,500	-	1,322,500
Auxiliaries budgeted fund balance	1,984,000	-	1,984,000
Other operating revenues	3,381,738	449,256	3,830,994
Total operating revenues	102,130,100	1,112,022	103,242,122
Operating expenses:			
Educational & general:			
Instruction	40,326,636	1,432,379	41,759,015
Research	44,550	60,794	105,344
Public service	1,079,445	223,050	1,302,495
Library	2,284,565	750	2,285,315
Academic support	4,277,644	166,159	4,443,803
Student services	15,460,366	943,159	16,403,525
Institutional support	13,564,787	184,677	13,749,464
Operation and maintenance of plant	8,042,220	2,028,568	10,070,788
Student aid	24,129,020	98,287	24,227,307
Auxiliary enterprises:			
Residence halls	6,111,159	3,012,071	9,123,230
Bookstore	2,756,084	18,243	2,774,327
Other auxiliaries	1,437,563	88,849	1,526,412
Total operating expenses	119,514,039	8,256,986	127,771,025
Operating loss	(17,383,939)	(7,144,964)	(24,528,903)
Nonoperating revenues (expenses):			
State appropriations	43,324,900	-	43,324,900
Other Grant Funds	(5,900,000)	2,343,387	(3,556,613)
Investment income (net of expense)	45,000	-	45,000
Budgeted contingency reserves	(8,107,000)	-	(8,107,000)
Net nonoperating revenues (expense)	29,362,900	2,343,387	31,706,287
Income (Loss) before capital appropriations	11,978,961	(4,801,577)	7,177,384
Capital appropriations	(11,978,961)	4,801,577	(7,177,384)

Morehead State University
Unrestricted Current Funds
Notes of Significant Budget Amendments
For the Period July 1, 2021 to September 30, 2021

1. Budget amendments from sales and services of educational activities included \$118,844 in Eagle Excellence Fund (EEF) support to athletic units.
2. Allocations from budgeted fund balance totaled \$506,869 for carry forward of revenue from accounts previously classified as consolidated agency.
3. Other operating revenue allocations were \$257,990 from the MSU Foundation primarily for instruction and student services.
4. Notable transfers to instruction were comprised of \$120,783 one-time fund allocations from other grant revenue to support the Quality Enhancement Plan and \$964,664 carry forward of prior year funds.
5. Public service budget amendments included \$233,049 to carry forward account balances from consolidated agency accounts that were converted to unrestricted fund accounts in the 2020-21 fiscal year.
6. Allocations to academic support for undergraduate fellowships totaled \$155,630.
7. Budget amendments to student services units were \$455,459, primarily from account carry forwards and \$191,267 from GSP revenue allocated to Outreach Student Services for expenses of hosting the program in summer 2021.
8. Institutional support amendments included prior year carry forwards totaling \$105,607.
9. Significant amendments for the operation and maintenance of plant included \$1,232,975 from project account carry forwards and \$386,200 from budgeted facility fee revenue for asset preservation projects.
10. Total allocations of one-time funds totaled \$2,125,435 for multiple facility improvements and technology replacements.
11. Capital appropriation allocations during this quarter include \$4,194,209 of account carry forwards; \$543,368 to asset preservation projects; and \$64,000 to capital renewal projects.

Morehead State University
Capital Outlay Status Report
Agency Funds
For the Period of July 1, 2021 to September 30, 2021

	Estimated Project Scope	Completion Date	Project 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

**RATIFY 2022-2024
BIENNIAL BUDGET REQUEST**

**BOR (IV-B-4)
December 2, 2021**

Recommendation:

That the Board of Regents ratify the 2022-2024 Biennial Budget Request for Morehead State University.

Background:

On November 5, 2021, the Council on Postsecondary Education (CPE) approved a 2022-2024 Operating and Capital Budget recommendation for public postsecondary education institutions to the Governor and General Assembly. Morehead State University, as well as the other public postsecondary institutions, was required to submit a 2022-2024 Biennial Budget Request by November 15, 2021 to the Office of State Budget Director, Governor’s Office for Policy and Management, and the Legislative Research Commission, via the Council on Postsecondary Education. This submission was made by the deadline and in accordance with CPE’s recommendation regarding the operating and capital project request for Morehead State University.

Operating Request:

The following is a summary of CPE’s 2022-2024 General Fund operating budget request recommendation for Morehead State University:

Operating Funds	
Beginning Base (2021-22 General Funds)	\$43,324,900
Adjustments to Base:	
Minus: KERS Subsidy Reduction (Pursuant to HB 8)	(491,300)
Plus: Pension Relief Funds (CPE Recommendation)	491,300
Fiscal Year 2022-23	\$43,324,900
Adjustments to Base:	
Minus: KERS Subsidy Reduction (Pursuant to HB 8)	(982,600)
Plus: Pension Relief Funds (CPE Recommendation)	982,600
Fiscal Year 2023-24	\$43,324,900

House Bill (HB) 8, as passed by the Kentucky General Assembly during the 2021 Regular Session, changed the method for allocating KERS employer contribution of unfunded actuarial accrued liability to a fixed-dollar allocation method beginning 2021-2022. Based

on the actuarial calculations, the fixed-dollar amortization cost for MSU to pay annually beginning in 2021-2022 is \$6,592,436.

In the 2021-2022 budget bill (HB 192), MSU was appropriated a pension subsidy of \$4,913,000 which was intended to cover 100% of the costs associated with the transition to the fixed-dollar allocation method in 2021-2022. However, beginning in 2022-2023, Section 7(6)(b) of HB 8 calls for a reduction of 10% per year of the pension subsidy provided in 2021-2022 to continue over a five year period. The scheduled decrease in KERS pension subsidy will reduce MSU's General Fund base by \$491,300 in 2022-2023 and by an additional \$491,300 in 2023-2024 for a total reduction of \$982,600 in the 2022-2024 biennium. The total scheduled reduction over the five year period through 2026-2027 is \$2,456,500.

CPE recommends appropriations of \$491,300 in 2022-2023 and \$982,600 in 2023-2024 for MSU to maintain the KERS pension subsidy at the 2021-2022 level. If the requested appropriations are authorized, this would negate the scheduled budget reduction in the 2022-2024 biennium.

Capital Request:

Each biennium CPE is asked to present a recommendation to the Governor and General Assembly that identifies the capital needs of Kentucky's public postsecondary institutions. While investment in new construction and information technology would address important needs for the postsecondary institutions, due to the extent of accumulated renovation and renewal needs, CPE's 2022-2024 capital request focused exclusively on asset preservation projects. However, institutions were allowed to submit to the Governor and General Assembly their own requests for new capital construction, information technology, and equipment projects. If CPE's requested capital investment funding for asset preservation projects is authorized, \$700 million in state General Fund supported bond funds would be allocated among the postsecondary institutions based on an agreed upon method. Specifically, the allocation approach that has been vetted by campus officials and proposed by CPE staff would designate ten percent (10%) of the total bond funds (or \$70 million) as the "base allocation" and of that amount twenty percent (20%) or \$14 million would be allocated to KCTCS and eighty percent (80%) or \$56 million would be allocated to the university sector. The university allocation would then be divided equally among Kentucky's eight public universities (\$7 million each). The remaining funds (\$630 million not designated as "base allocation" funds) would be allocated among institutions based on each institution's share of projected total asset preservation need as identified in the 2013 update to the *Facility Condition Assessment & Space Study*, VFA, 2007. The proportionate share identified for MSU combined with the base allocation is \$40,284,200. In keeping with the notion of a long-term partnership among state government, postsecondary institutions, and students and families to address renovation and renewal needs, the recommended state funding appropriated for asset preservation would be matched fifty cents on the dollar with institutional resources. An institutional match of \$20,142,100 would be required to access the full amount of asset preservation funds allocated for MSU.

Morehead State University's foremost priorities for the 2022-2024 biennium include state funding to construct a new academic science and engineering building to replace Lappin Hall, state funding to renovate the Bert T. Combs Building, and agency bond funding to match the Asset Preservation Funds included in CPE's capital investment request.

The chart on the following page details capital projects that were included in MSU's 2022-2024 biennial budget request. Projects included were based on the University's 2022-2028 Six Year Capital Plan approved by the Board on March 25, 2021 and capital funding recommendations and endorsements made for MSU in CPE's 2022-2024 biennial budget request.

CAPITAL BUDGET REQUEST					
Priority	Project Title	Total Scope	State Bonds	Agency Bonds	Other
1	Construct Science & Engineering Building	\$ 98,000,000	\$ 98,000,000		
2	Renovate Combs Classroom Building	31,409,000	31,409,000		
3	Asset Preservation Matching Funds Pool	20,142,000		20,142,000	
4	Replace Electrical Switchgear B	3,000,000	3,000,000		
5	Capital Renewal & Maintenance Pool-E&G	17,813,000	17,813,000		
6	Water Plant Sediment Basin	2,015,000	2,015,000		
7	Upgrade Campus Fire & Security Systems	2,789,000	2,789,000		
8	Repair Camden-Carroll Library Façade & Interior	10,221,000	10,221,000		
9	Construct Center for Excellence in Education	53,533,000	53,533,000		
10	Enhance Network/Infrastructure Resources-Additional	3,219,000	3,219,000		
11	Upgrade Instructional & Business PCs/LANS/Digitization	2,088,000	2,088,000		
12	Capital Renewal & Maintenance Pool-University Farm	1,262,000	1,262,000		
13	Comply with ADA-E&G	4,007,000	4,007,000		
14	Renovate Button Auditorium	18,527,000	18,527,000		
15	Renovate Howell-McDowell	5,650,000	5,650,000		
16	Enhance Library Automation Resources	1,608,000	1,608,000		
17	Renovate Jayne Stadium	40,637,000	40,637,000		
18	Acquire Land Related to Master Plan	4,000,000	4,000,000		
19	Renovate Lappin Hall	7,975,000	7,975,000		
20	Renovate Academic Athletic Center	7,581,000	7,581,000		
21	Capital Renewal & Maintenance Pool-Auxiliary	4,639,000		4,639,000	
22	Comply with ADA-Auxiliary	2,079,000		2,079,000	
23	Construct New Residence Hall	38,792,000		38,792,000	
24	Renovate Alumni Tower Ground Floor	3,897,000		3,897,000	
25	Renovate Cartmell Residence Hall	15,521,000		15,521,000	
26	Renovate & Replace Exterior Precast Panels-Nunn Hall	3,148,000		3,148,000	
27	Replace Turf on Jacobs Field	1,127,000		1,127,000	
28	Renovate Normal Residence Hall	3,840,000		3,840,000	
29	Renovate Fields Residence Hall	4,920,000		4,920,000	
30	Renovate Grote-Thompson Residence Hall	4,920,000		4,920,000	
31	Renovate Cooper Residence Hall	9,000,000		9,000,000	
32	Guaranteed Energy Savings/Performance Contracting*	0			0
TOTAL 2022-2024 CAPITAL BUDGET		\$ 427,359,000	\$ 315,334,000	\$ 112,025,000	\$ 0

*The state's Guaranteed Energy Performance Projects pool serves as a central project pool authorization for Guaranteed Energy Savings Performance Contracts in any University-owned building. These contracts will function as a lease-purchase procurement, using energy savings as payments for improvement, as provided by KRS 56.770 to 56.784.

**APPROVE EMPLOYEE
COMPENSATION PLAN**

**BOR (IV-B-5)
December 2, 2021**

Recommendation:

That the Board approve the recommended compensation plan for full-time employees.

Background:

To recognize the efforts of our employees, the following compensation plan is recommended for full-time employees who were hired full-time on or prior to September 1, 2021 and have continuing full-time employment at MSU until the noted dates:

A). All full-time employees of record on February 1, 2022, shall receive a one-time stipend of \$500.00 payable with the February 15, 2022 payroll run, provided the employee is still employed full-time on February 15, 2022.

(and)

B). All full-time employees of record on April 30, 2022, shall receive a one-time stipend of \$500.00 payable with the May 15, 2022 payroll run, provided the employee is still employed full-time on May 15, 2022.

All employees shall be paid from fund source. Employees funded from restricted accounts shall be limited to payments within the eligibility of the individual grant/contract they are funded from.

Fringe benefits shall be paid from fund source.

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

**APPROVE EXTENSION OF UNIVERSITY
STRATEGIC PLAN TO 2025**

**BOR (IV-B-6)
December 2, 2021**

Recommendation:

That the Board of Regents approve extending the University Strategic Plan to 2025.

Background:

As a result of almost two years of dealing with the coronavirus pandemic, the University has had to postpone several aspects and initiatives of the University Strategic Plan. As a result, it is the recommendation of the President that the Board extend the Strategic Plan to 2025.



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.