

MOREHEAD STATE UNIVERSITY

QUARTERLY BOARD MEETING

March 31, 2022
Adron Doran University Center (ADUC)
Room 329
9:30 a.m.



MOREHEAD STATE UNIVERSITY

QUARTERLY BOARD MEETING

March 31, 2022 at 9:30 a.m.
Adron Doran University Center
Room 329

Morehead State University
Board of Regents Members

Eric Howard, Chair
Sanford Holbrook, Vice Chair
Dr. Annie Adams
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
QUARTERLY MEETING
MOREHEAD STATE UNIVERSITY**

Thursday, March 31, 2022

Adron Doran University Center (ADUC), Room 329

8:45 a.m.— Breakfast

9:15 a.m.— Audit Committee Meeting

9:30 a.m.— Quarterly Board Meeting

11:45 a.m.— Lunch

AGENDA

Audit Committee Meeting— 9:15 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. DONOR RECOGNITION
- IV. FACULTY, STAFF, AND STUDENT RECOGNITION
- V. PRESIDENT’S RECOMMENDATIONS AND REPORTS

A. Consent Agenda (Action)

- 1. Approve Minutes of December 2, 2021 Quarterly Board Meeting1
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C. President’s Report

1. Legislative Update
2. 100 Year/ 135 Year Celebration

VI. PRESENTATIONS

- A. Presentation on University Debt Refinancing, Ms. Mary Fister-Tucker**
B. Presentation on University Website Redesign, Mr. Rick Hesterberg

VII. ELECTION OF CHAIR, VICE CHAIR, AND SECRETARY AND APPOINTMENT OF
TREASURER

VIII. 2022-2023 BOARD MEETING DATES

IX. ADJOURNMENT

Next Board Meeting: June 16, 2022, ADUC, Room 329

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

The Board of Regents of Morehead State University met on Thursday, December 2, 2021 at 9:45 a.m. in Room 329 of the Adron Doran University Center (ADUC) on the campus of Morehead State University.

CALL TO ORDER

Chair 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, Debbie Long, Wayne Martin, Dr. Joel Pace, Craig Preece, Arthur Walker, III, Terri Walters, and Emily Wiley.

**FACULTY, STAFF,
AND STUDENT
RECOGNITION**

President Morgan recognized Dr. Ignacio Birriel as the faculty award recipient. Dr. Birriel is a Professor of Physics in the Department of Physics, Earth Science, and Space Systems Engineering in the College of Science. His research at the University is focused on small-scale, student accessible physics topics. In addition to his teaching and scholarship, he has mentored several dozen undergraduate students in projects ranging from the physics of sports, medicine, and environmental radiation. His students regularly present at meetings of the Kentucky Academy of Science and the Kentucky Association of Physics Teachers. He is also very active in recruitment initiatives at the University.

President Morgan recognized Mr. Kevin “Bubby” McGlone as the staff award recipient. Mr. McGlone has served as a Maintenance Technician in Facilities Management for over 22 years, consistently being one of the top performers. Dr. Morgan thanked him for his service and commented that he is a hard worker and always willing to go above and beyond the call of duty. President Morgan especially thanked him for his service during the brutal winter of February 2021.

President Morgan recognized Mr. Frank Greene as the student award recipient. He is a Junior at the University and actively serves as a member of the Student Government Association, University ROTC program, and served on various committees on campus and as a First Year Seminar Peer Leader. He is also the recipient of many awards from the ROTC program and U.S. Army Air Assault School he attended this past summer in Fort Benning, Georgia.

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

**PRESIDENT’S
RECOMMENDATIONS
AND REPORTS**

Consent Agenda

1. Approve Minutes of October 15, 2021 Special Called Board Meeting
2. Ratify Fall 2021 Graduates
3. Ratify Personnel Actions
4. Reaffirm and Renew Regulation.

RECOMMENDATIONS

*Accept 2020-2021
Audit Report*

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

VOTE: The Motion carried unanimously.

THE PRESIDENT RECOMMENDED: 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.

President Morgan explained that KRS 164A.570 requires an annual audit 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.

He further stated that Dean Dorton Allen Ford, PLLC completed the audit for the June 30, 2021 fiscal year which resulted in a clean audit with a good report. A copy of the audit report was provided to all regents and a representative from Dean Dorton Allen Ford, PLLC was present at the December 2, 2021 Audit Committee Meeting and presented the University's audited financial statements to the committee for acceptance.

MOTION: Regent Walker moved that the Board accept the President's recommendation. Regent Long seconded the Motion.

VOTE: The Motion carried unanimously.

THE PRESIDENT RECOMMENDED: that the Board of Regents ratify the amended operating budget for the fourth quarter of the 2020-2021 fiscal year.

He explained that 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 for 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 regents were provided with an operating budget amendment which corresponds with the audit report for the fiscal year ended June 30, 2021.

MOTION: Regent Martin moved that the Board accept the President's Recommendation. Vice Chair Holbrook seconded the Motion.

VOTE: The Motion carried unanimously.

*Ratify 2020-2021
Amended Operating
Budget*

*Accept First Quarter
Financial Report and
Ratify Amended
Operating Budget*

THE PRESIDENT RECOMMENDED: 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.

He explained that 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 were provided to regents.

MOTION: Regent Hinton moved that the Board accept the President's recommendation. Regent Walker seconded the Motion.

VOTE: The Motion carried unanimously.

*Ratify 2022-2024
Biennial Budget
Request*

THE PRESIDENT RECOMMENDED: that the Board of Regents ratify the 2022-2024 Biennial Budget Request for Morehead State University.

President Morgan explained that on November 5, 2021, the Council on Postsecondary Education approved a 2022-2024 Operating and Capital Budget recommendation for public postsecondary education institutions to the Governor and the General Assembly. The University, as well as other postsecondary institutions, were required to submit a 2022-2024 Biennial Budget Request by November 15, 2021 to the Office of the State Budget Director, Governor's Office for Policy and Management, and the Legislative Research Commission, via the Council on Postsecondary Education.

President Morgan highlighted some of the requests made by the University, stating that top priority remains building a new Science and Engineering Building on campus, and seeking assert preservation monies.

MOTION: Regent Martin moved that the Board accept the President's recommendation. Vice Chair Holbrook seconded the Motion.

VOTE: The Motion carried unanimously.

*Approve Employee
Compensation Plan*

THE PRESIDENT RECOMMENDED: That the Board approve the recommended compensation plan for full-time employees.

President Morgan explained that the recommended compensation plan is to recognize the efforts of University employees by providing two stipends to full-time employees hired prior to September 1, 2021 who have continuing employment with the University. A \$500 stipend is to payable on February 15, 2022 and another \$500 stipend is payable on May 15, 2022.

MOTION: Vice Chair Holbrook moved that the Board approve the President's recommendation. Regent Hinton seconded the Motion.

*Approve Extension of
University Strategic Plan
to 2025*

VOTE: The Motion carried unanimously, with the exception of Regent Martin who abstained from the vote.

THE PRESIDENT RECOMMENDED: That the Board of Regents approve extending the University Strategic Plan to 2025.

President Morgan stated 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, he recommends that the Strategic Plan be extended to 2025.

Regent Adams asked President Morgan why he recommended a three-year extension instead of a one to two-year extension. He responded that the University abandoned a lot of projects and pulled back cash during 2020 because of the coronavirus pandemic. The three-year extension would allow the University to catch up on all of the initiatives of the Strategic Plan not yet completed.

MOTION: Regent Preece moved that the Board accept the President's recommendation. Regent Walters seconded the Motion.

REPORTS

*Report on University
Financials*

VOTE: The Motion carried unanimously.

Mary Fister-Tucker, Vice President for Fiscal Services and CFO, provided a brief report on the state of the University's finances. She stated that the University is continuing to pay down approximately \$78.5 million in debt. Over the past fiscal year, the University's net worth increased and cash and cash equivalents increased. She stated that the University is continuing to plan for increases in pension costs due to a reduction in state funding. She stated that the University has experienced a decrease in enrollment due to the coronavirus pandemic and the University is increasing recruitment efforts to bridge the gap. Athletics revenue has increased over the fiscal year and auxiliary revenue is beginning to come back to normal. She outlined several opportunities for increased efficiencies, including decreasing costs of printing, copying, and the post office, working with strategic partners to increase efficiencies for information technology contracts, and evaluating potentially outsourcing bookstore operations.

Regent Adams asked what contributed to an increase in NCAA revenue. Ms. Fister-Tucker responded that the increase is the result of additional payouts for tournaments attended by sports. She also stated that student athletes generate significant revenue for the University through gross tuition, housing, and dining costs.

Regent Holbrook commended the basketball team's success and its great advertisement for the University. Regent Walker stated that the athletes he has employed from the University are exceptional employees.

Regent Hinton asked whether the University is taking any measures to compensate for inflation. Ms. Fister-Tucker responded that the University is looking for cost-cutting measures to help compensate employees for inflation.

Regent Adams asked whether the University has evaluated which majors bring net tuition revenue. Ms. Fister-Tucker responded that the Council on Postsecondary Education, on behalf of all universities, took on a project with Gray Associates regarding the costs of academic programs to the University. The University is evaluating those findings to determine key drivers of profitable programs to see what can be done to increase recruiting measures. She further commented that the University has not evaluated housing and food revenue for specific majors.

*Report on Personal
Service Contracts*

Ms. Fister-Tucker provided a brief report on University personal service contracts.

ADJOURNMENT

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

Respectfully submitted,

Jacqueline N. Graves
Jacqueline N. Graves

Secretary, Board of Regents

**APPROVE REAPPOINTMENT OF
AUDITING FIRM AND AUDIT PRICE**

**BOR (V-A-2)
March 31, 2022**

Recommendation:

That, contingent upon the recommendation of the Audit Committee, the Board approve the extension of the auditing services contract with Dean Dorton Allen Ford, PLLC in Lexington and approve the audit price to conduct the required annual audits for Morehead State University for the fiscal year that will end on June 30, 2022.

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. As a result of that process, the Audit Committee recommended and the Board approved the appointment of Dean Dorton Allen Ford, PLLC to conduct the annual audits. The contract with the firm was for the fiscal year that ended on June 30, 2021 with the option to extend the contract for seven additional one-year periods. The audit fee adjustments for the extension periods will be based on the consumer price index.

The Audit Committee met on March 31, 2022. The Audit Committee recommends that the Board approve the extension of the auditing services contract with Dean Dorton Allen Ford, PLLC and the audit price to conduct the annual audits for fiscal year June 30, 2022. The services rendered by Dean Dorton Allen Ford, PLLC for the 2020-2021 fiscal year were satisfactory and in compliance with the terms of the contract. The fee for the 2021-2022 fiscal year will not exceed \$99,600.

**APPROVE MINIMUM SCOPE
OF THE ANNUAL AUDIT**

**BOR (V-A-3)
March 31, 2022**

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, 2022.

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, 2022**

March 31, 2022

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, 2022. 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, 2022 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 for the year ending June 30, 2022. 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, 2022. 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, 2022.

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, 2022. 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, 2022 from the last day of field work (projected for late September 2022) to December 13, 2022. 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 13, 2022.

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 13, 2022. The letter shall be delivered to the Auditor of Public Accounts and to the University, no later than close of business on December 13, 2022.
6. 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.

**RECEIVE 2020-2021 NCAA AGREED
UPON PROCEDURES REPORT AND
WMKY-FM AUDIT**

**BOR (V-A-4)
March 31, 2022**

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, 2021 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 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 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, 2021 fiscal year. A copy of the reports have been provided to each member of the Board of Regents. The Audit Committee met on March 31, 2022 and accepted the reports as presented.

RATIFY PERSONNEL ACTIONS

**BOR (V-A-5)
March 31, 2022**

Recommendation:

That the Board ratify the Personnel Actions processed from September 1, 2021 through December 31, 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 December 31, 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). 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 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 and any other individuals in a classification covered by the tenure regulations. 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.
- 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.

**Full-Time PAR Report
October - December 2021**

Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
<u>New Hires</u>								
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
Engineering & Technology Management	Abdelrahman, Mohamed	10/11/2021	05/17/2022	Visiting Assistant Professor, Engineering & Technol	9	\$ 72,030.00	Full-Time Fixed	New Hire
Retention Program	Matthews, Hannah	10/11/2021	06/30/2022	Degree Completion Coach/Lecturer	12	\$ 32,990.00	Full-Time Fixed, Probationary	New Hire
Today's Youth	Brock, Marsheena	11/01/2021	06/30/2022	College & Career Coordinator	12	\$ 14.97	Full-Time Fixed	New Hire
Accounting & Financial Services	Hargett, Brittany	11/01/2021	06/30/2022	Accounting Assistant	12	\$ 11.13	Full-Time Fixed, Probationary	New Hire
Adult Learning Center	Adkins, Angela	11/02/2021	06/30/2022	Adult Basic Education Instructor II	12	\$ 32,990.00	Full-Time Fixed	New Hire
Adult Learning Center	Stone, Harrsion	11/02/2021	06/30/2022	Adult Basic Education Instructor II	12	\$ 32,990.00	Full-Time Fixed	New Hire
Alumni Relations and Development	Brigner, Megan	11/16/2021	06/30/2022	Alumni and Digital Engagement Officer	12	\$ 35,568.00	Full-Time Fixed, Probationary	New Hire
Craft Academy Student Services	Duarte, Mariela	11/16/2021	06/30/2022	Craft Academy Enrollment Services Counselor	12	\$ 16.92	Full-Time Fixed, Probationary	New Hire
Student Disability Services	Litton, Misty	11/16/2021	06/30/2022	Assistant Director for Student Services (Disability Ser	12	\$ 51,533.00	Full-Time Fixed, Probationary	New Hire
Building Maintenance	Stafford, Joseph	11/16/2021	06/30/2022	Maintenance Technician II	12	\$ 12.24	Full-Time Fixed, Probationary	New Hire
Building Maintenance	Brown, Johnny	11/17/2021	06/30/2022	HVAC Technician	12	\$ 16.92	Full-Time Fixed, Probationary	New Hire
Craft Academy Student Services	Cundiff, Kayla	11/18/2021	06/30/2022	Assistant Director, Student Engagement	12	\$ 60,000.00	Full-Time Fixed, Probationary	New Hire
Smith, Coll. of Business & Tech., Off of Dean	Blankenbuehler, Marlene	12/01/2021	06/30/2022	Administrative Assistant to Dean (SCBT)	12	\$ 17.75	Full-Time Fixed, Probationary	New Hire
Counseling & Health Services	Frodge, Morgan	12/01/2021	06/30/2022	Mental Health Counselor (10 Month College-HS)	10	\$ 45,000.00	Full-Time Fixed, Probationary	New Hire
Housing & Residential Education	Smith, Katie	12/01/2021	06/30/2022	Area Coordinator	12	\$ 35,568.00	Full-Time Fixed, Probationary	New Hire
EagleCard Office	Skaggs, Sandra	12/02/2021	06/30/2022	EagleCard and Document Services Specialist	12	\$ 13.67	Full-Time Fixed, Probationary	New Hire
Procurement Services	Taliaferro, Gabe	12/02/2021	06/30/2022	Procurement/Travel Specialist	12	\$ 12.38	Full-Time Fixed, Probationary	New Hire
Building Services	Lykins, Sharon	12/16/2021	06/30/2022	Building Services Technician	12	\$ 10.00	Full-Time Fixed, Probationary	New Hire
Building Services	Womack, Patricia	12/16/2021	06/30/2022	Building Services Technician	12	\$ 10.00	Full-Time Fixed, Probationary	New Hire
<u>Promotions</u>								
Morehead State Police Department	Botts, James	10/16/2021	06/30/2022	Police Supervisor (Sergeant)	12	\$ 17.21	Full-Time Standing, Probationary	Promotion
Building Services	Cooper, Michael	10/16/2021	06/30/2022	Building Services Team - Lead	12	\$ 12.45	Full-Time Fixed, Probationary	Promotion
Morehead State Police Department	Harris, Jessica	10/16/2021	06/30/2022	Police Supervisor (Sergeant)	12	\$ 18.50	Full-Time Standing, Probationary	Promotion
Building Services	Kelsey, William	10/16/2021	06/30/2022	Building Services Team - Lead	12	\$ 13.35	Full-Time Fixed, Probationary	Promotion
Payroll	Dunn, Shayla	12/01/2021	06/30/2022	Assistant Director, Human Resources (Payroll)	12	\$ 55,991.00	Full-Time Fixed, Probationary	Promotion
Vice President, Fiscal Services, Off. of	Hill, Ryan	12/01/2021		Director, Financial Planning & Analysis	12	\$ 74,000.00	Full-Time Standing, Probationary	Promotion
<u>Reassignments</u>								
Payroll	McWain, Tina	11/16/2021		Payroll Manager	12	\$ 50,040.00	Full-Time Standing	Reassignment
Athletics	Johnson, Shynisha	12/16/2021	03/31/2022	Athletics Marketing & Promotions Coordinator	12	\$ 18.71	Full-Time Fixed, Probationary	Reassignment
Information Technology	Flora, David	11/04/2021		Project Manager	12	\$ 71,337.00	Full-Time Standing	Reassignment (Title Change)
Center for STEM + eXcellence	Carter, Jennifer	11/16/2021	06/30/2022	Director, Center for STEM+eXcellence	12	\$ 100,000.00	Full-Time Standing	Reassignment (Title Change)
<u>Salary Adjustment</u>								
School of Business Administration	Ratliff, Janet	08/01/2021		Assoc. Professor, Management & Entrepreneurship/I	9	\$ 99,704.00	Full-Time Standing	Salary Adjustment
Foundational & Graduate Studies in Education	Beckham, Leslie	10/01/2021		Asst. Prof. of Edu./Academic Dir. Eagle Scholars	12	\$ 69,143.00	Full-Time Standing	Salary Adjustment
Athletics	Johnson, Shynisha	10/01/2021	03/31/2021	Asst. WBAK Coach	12	\$ 36,500.00	Full-Time Fixed, Probationary	Salary Adjustment
Athletics	Kimball, Brock	10/01/2021	03/31/2021	Asst. WBAK Coach	12	\$ 42,000.00	Full-Time Fixed, Probationary	Salary Adjustment
Enrollment Services	Pollock, Holly	10/01/2021		Director, Undergraduate Admissions	12	\$ 66,614.00	Full-Time Standing	Salary Adjustment
Biology & Chemistry	Schmittzehe, Emmalou	10/01/2021		Asst. Prof., Chemistry	12	\$ 50,000.00	Full-Time Standing	Salary Adjustment
Sociology, Social Work & Criminology	Blackshear, Greg	10/16/2021	05/30/2022	Research Asst. (Clark/Madison Co's)	12	\$ 17.58	Full-Time Fixed	Salary Adjustment
Music, Theatre, Dance	Cantrell, William	10/16/2021	06/30/2022	Visiting Assistant Professor, Music (Percussion)	9	\$ 50,400.00	Full-Time Fixed	Salary Adjustment
Sociology, Social Work & Criminology	Dyer, Chelsea	10/16/2021	04/30/2022	Research Asst. - BSCBHC Expansion	12	\$ 21.34	Full-Time Fixed	Salary Adjustment
Early Childhood, Elem. & Special Educ.	Hatfield, Virginia	10/16/2021	06/30/2022	Visiting Assistant Professor, Education	9	\$ 50,600.00	Full-Time Fixed	Salary Adjustment

**Full-Time PAR Report
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Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
Sociology, Social Work & Criminology	Hogge, Jean	10/16/2021	01/14/2022	Data Coordinator	12	\$ 15.38	Full-Time Fixed	Salary Adjustment
Sociology, Social Work & Criminology	Hulbig, Shelia	10/16/2021	07/29/2022	Extramural Prj. Leader - Drug Courts	12	\$ 23.60	Full-Time Fixed	Salary Adjustment
Sociology, Social Work & Criminology	Jones, Afton	10/16/2021	01/14/2022	Extramural Prj. Leader - MCCC & CAC	12	\$ 23.37	Full-Time Fixed	Salary Adjustment
Biology & Chemistry	Lin, Elizabeth	10/16/2021	06/30/2022	Visiting Assistant Professor, Biology	9	\$ 50,600.00	Full-Time Fixed	Salary Adjustment
Music, Theatre, Dance	Mensink, Nathan	10/16/2021	06/30/2022	Visiting Assistant Professor, Music (Saxophone)	9	\$ 50,600.00	Full-Time Fixed	Salary Adjustment
Adult Education Academy	Botts, Joanna	11/01/2021	06/30/2022	Director, Adult Education Academy	12	\$ 61,100.00	Full-Time Fixed	Salary Adjustment
Enrollment Services	Schadle, Gabriel	11/01/2021		Asst. Dir. Of Admissions/External Operations	12	\$ 44,839.00	Full-Time Standing	Salary Adjustment
Enrollment Services	Wright, Pamela	11/01/2021		Asst. Dir. Of Admissions/Internal Operations	12	\$ 46,388.00	Full-Time Standing	Salary Adjustment
Renewals								
Sociology, Social Work & Criminology	Blackshear, Greg	10/01/2021	05/30/2022	Research Asst. (Clark/Madison Co's)	12	\$ 17.29	Full-Time Fixed	Renewal
Small Business Development Center	Bowling, Rachel	10/01/2021	09/30/2022	Director, SBDC	12	\$ 55,391.00	Full-Time Fixed	Renewal
Sociology, Social Work & Criminology	Newell, Jennifer	11/30/2021	05/30/2022	Extramural Project Leader - VOALA	7	\$ 23.37	Full-Time Fixed	Renewal
Sociology, Social Work & Criminology	Birdwhistell, Shira	12/01/2021	12/31/2021	Extramural Project Leader - MCCC Covid/Zero Suicide	30 Days	\$ 23.08	Full-Time Fixed	Renewal
Separations								
Sociology, Social Work & Criminology	McCauley, Alicia	10/04/2021		Data Coordinator	12	\$ 15.23	Full-Time Fixed	Resignation
Enrollment Services	Lewis, Kristen	10/14/2021		Enrollment Services Counselor	12	\$ 17.07	Full-Time Standing	Resignation
Talent Search Programs	Wilson, April	10/15/2021		TRIO Program Assistant	12	\$ 11.24	Full-Time Fixed	Resignation
Morehead State Police Department	James, David	10/28/2021		Police Officer	12	\$14.97	Full-Time Fixed, Probationary	Resignation
Carl D. Perkins Vocational Training Center	Walker, Elizabeth	10/31/2021		Child Care Center Director	12	\$ 33,100.00	Full-Time Fixed	Resignation
Enrollment Services	Rose, Jean	12/02/2021		Enrollment Services Counselor (Regional Campuses-1	12	\$ 15.28	Full-Time Fixed	Resignation
Psychology	Maitland, Daniel	12/14/2021		Assistant Professor, Psychology	9	\$ 54,750.00	Full-Time Standing	Resignation
Human Resources	Thigpen, Julian	12/17/2021		Human Resources Assistant	12	\$ 14.97	Full-Time Fixed, Probationary	Resignation
Montgomery County Adult Learning Center	Cooper, Tammy	12/31/2021		Data Assessment Specialist/Instructor	12	\$ 33,720.00	Full-Time Fixed	Resignation
Nursing	Barnett, Carrie	12/13/2021		Visiting Asst. Prof of Nursing	12	\$ 55,000.00	Full-Time Fixed	Resignation
Human Resources	Black, Paula	11/22/2021		Administrative Asst. (HR)	12	\$ 21.17	Full-Time Standing, Probationary	Resignation
Housing & Residential Education	Haky, John	11/15/2021		Assistant Dir., Student Housing	12	\$ 45,286.00	Full-Time Standing	Resignation
Information Technology	Howes, Christopher	11/12/2021		Chief Information Officer	12	\$ 125,600.00	Full-Time Standing	Resignation
Early Childhood, Elem. & Special Educ.	Justice, Tracey	12/31/2021		Instructor, Education	9	\$ 34,400.00	Full-Time Fixed	Resignation
Building Services	Markwell, Jacqueline	10/15/2021		Building Services Technician	12	\$ 10.00	Full-Time Fixed	Resignation
Water Analysis Laboratory	Mason, Justin	12/31/2021		Water Testing Laboratory Manager	12	\$ 40,519.00	Full-Time Standing	Resignation
Space Science Center	McNeil, Sean	10/16/2021		Space Systems Engineer	12	\$ 50,040.00	Full-Time Fixed	Resignation
Music, Theatre, Dance	Mosley, Ellen	12/30/2021		Visiting Assistant Professor, Music (Flute)	12	\$ 52,000.00	Full-Time Fixed	Resignation
Adult Learning Center	Post, Christina	10/29/2021		Adult Basic Education Instructor II	12	\$ 32,990.00	Full-Time Fixed	Resignation
QEP-UG Fellowship	Prellberg, Evan	12/17/2021		Coordinator of Undergrad Research/Lecturer	12	\$ 35,568.00	Full-Time Fixed	Resignation
Space Science Center	Conner, Charles	12/31/2021		Research Scientist/Digital Signal Processing	12	\$ 72,551.00	Full-Time Standing	Resignation
Research & Sponsored Programs	Allen, Darlene	12/31/2021		Dir, Office of Research & Sponsored Programs	12	\$ 67,300.00	Full-Time Standing	Retirement
Instructional Services	Kroll, Marie	12/17/2021		Instructor, Education (Dev. Educ. Reading)	9	\$ 39,334.00	Full-Time Fixed	Retirement
Information Technology	Moore, Amy	11/12/2021		Project Manager	12	\$ 71,937.00	Full-Time Standing	Retirement
Student Support Services	Morris, Lonnie	12/31/2021		TRIO Academic Coordinator	12	\$ 41,702.00	Full-Time Fixed	Retirement
Foundational & Graduate Studies in Education	Shope, Shane	11/14/2021		Assoc. Prof., Education	9	\$ 59,982.00	Full-Time Standing	Death
Talent Search Programs	Conant, Samantha	10/01/2021		TRIO Academic Coordinator	12	\$ 35,354.00	Full-Time Fixed, Probationary	Discharge
Building Maintenance	Cundiff, Tony	10/29/2021		HVAC Technician	12	\$ 17.21	Full-Time Standing	Job Abandonment
Building Services	Barnett, Dwight	11/04/2021		Building Services Technician	12	\$ 10.00	Full-Time Fixed, Probationary	Job Abandonment

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Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action
Other								
Sociology, Social Work & Criminology	McCauley, Alicia	10/01/2021	11/30/2021	Data Coordinator	12	\$ 15.23	Full-Time Fixed	Advanced Degree Increase
Payroll	Dunn, Shayla	10/01/2021	11/30/2021	Interim Assistant Director, Human Resources (Payrol	12	\$ 55,391.00	Full-Time Fixed	Interim Appt/renewal
Early Childhood, Elem. & Special Educ.	Cudd, Michele	10/16/2021		Assistant Professor, Education/MSU Teach	9	\$ 50,000.00	Full-Time Standing	Department Transfer
Montgomery Co. Adult Learning Center	Cooper, Tammy	10/01/2021	06/30/2022	Data Assessment Specialist/Instructor	12	\$ 33,720.00	Full-Time Fixed	Faculty to Staff
Enrollment Services	Maynard, Amanda	11/01/2021	06/30/2022	Enrollment Services Counselor	12	\$ 37,079.00	Full-Time Fixed	Grade Change
Enrollment Services	Pettigrew, Tyra	11/01/2021	06/30/2022	Enrollment Services Counselor (Diversity)	12	\$ 37,079.00	Full-Time Fixed	Grade Change
Enrollment Services	Turner, Christian	11/01/2021	06/30/2022	Enrollment Services Counselor	12	\$ 37,079.00	Full-Time Fixed	Grade Change
Enrollment Services	Williams, Lawrence	11/01/2021	06/30/2022	Enrollment Services Counselor	12	\$ 37,079.00	Full-Time Fixed	Grade Change
KY Center for Traditional Music	Wells, Jesse	10/16/2021	06/30/2022	Music Archivist/Instructor of Music	10	\$ 36,853.00	Full-Time Fixed	Move from Faculty to Staff
Athletics	Maass, Justin	10/01/2021	03/31/2022	Asst. WBAK Coach	12	\$ 42,000.00	Full-Time Fixed, Probationary	Move from PT to FT
Science, Office of Dean	Ross, Deborah	10/16/2021	06/30/2022	Administrative Asst. to Dean (DSCI)	12	\$ 14.97	Full-Time Fixed, Probationary	Move from PT to FT
Sociology, Social Work & Criminology	Hulbig, Kaylee	11/16/2021	06/30/2022	Data Coordinator	12	\$ 15.44	Full-Time Fixed, Probationary	Move from PT to FT
Small Business Development Center	Jackson, C. Michael	12/01/2021	09/30/2022	General Management Consultant (Morehead Center	12	\$ 20.00	Full-Time Fixed, Probationary	Move from PT to FT
Power Plant	Bartee, Andrew	11/28/2021		Heat & Water Plant Operator Trainee	12	\$ 11.42	Full-Time Fixed	Probation Complete
Human Resources	Thompson, Angela	09/01/2021		Assistant Dir., Human Resources	12	\$ 60,466.00	Full-Time Standing	Probation Complete
Library Instruction	Boggs, Christy	10/16/2021		Coordinator, User Services Librarian	12	\$ 44,686.00	Full-Time Fixed	Probation Complete
Sociology, Social Work & Criminology	Hogge, Jean	11/16/2021	01/14/2022	Research Coordinator	2	\$ 20.17	Full-Time Fixed	Reclassification
Sociology, Social Work & Criminology	Taylor, Morgan	11/16/2021	01/14/2022	Research Analyst	2	\$ 20.17	Full-Time Fixed	Reclassification
Recreation & Wellness	Martin, Zachary	12/01/2021	06/30/2022	Intramural, Club Sport, and Camp Coordinator	12	\$ 35,568.00	Full-Time Fixed	Reclassification
Recreation & Wellness	Campbell, William	12/01/2021	06/30/2022	Fitness, Adventure and Challenge Course Coordinato	12	\$ 35,568.00	Full-Time Fixed	Reclassification
Art & Design	Maher, Quinn	10/01/2021	06/30/2022	Instructor, Art and Design (Ceramics)	9	\$ 43,000.00	Full-Time Fixed	Title Change/Salary Adj.
Retention Program	Fife, Jana	10/01/2021	06/30/2022	Retention Specialist & Academic Advisor/Lecturer	12	\$ 35,090.00	Full-Time Fixed, Probationary	Transfer
Payroll	Baker, Kody	10/16/2021		Human Resources Asst. (Payroll)	12	\$ 18.00	Full-Time Standing, Probationary	Transfer

Total Appointment Status Actions: 104

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Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action	Notation
Agricultural Sciences	Dement, Michael	10/16/2021	11/30/2021	Clinician Agricultural Science & Lecturer	12	\$ 1,156.74	Full-Time Standing	Additional Duties	Farm Manager
Agricultural Sciences	Webster, Randy	10/01/2021	10/15/2021	Assistant Farm Mgr	12	\$ 300.00	Full-Time Standing	Additional Duties	2 Extra Wkends to cover Farm Duties
Ctr for Career Development & Exp Educ	Boone, Megan	10/16/2021	06/30/2022	Director, Career Services/Lecturer	12	\$ 11,181.68	Full-Time Standing	Additional Duties	Directing exp ed aspect of Center for Career Development & Experiential Ed
Dean of Students	Ammons, Max	08/01/2021	01/03/2022	Assistant VP, Dean of Students	12	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Dean, College of Science	Miller, Wayne	08/01/2021	01/03/2022	Dean, College Science/Professor	12	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Distance Education & Instructional Design	Xavier Scott	11/08/2021	02/28/2022	Instructional Designer	12	\$ 4,659.93	Full-Time Standing	Additional Duties	Duties of Dir of DEID
Eagle Outreach	Clark, Jennifer Grace	08/01/2021	01/03/2022	Assistant Prof, Imagining Science	9	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	DeMoss, Darrin	08/01/2021	01/03/2022	Professor of Biology	10	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	Escalante, Roosevelt	08/01/2021	01/03/2022	Associate Professor, Music	9	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	Geurin, Lynn	08/01/2021	01/03/2022	Associate Professor of Social Work	9	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	Grupe, Dirk	08/01/2021	01/03/2022	Associate Professor of Astrophysics & Space Science	9	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	Henneberg, Sylvia	08/01/2021	01/03/2022	Interim Assoc. Dean, School of English, Comm, Media, & L	12	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	Kessinger, Michael	08/01/2021	01/03/2022	Associate Professor of Education Leadership	9	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	Little, David	08/01/2021	01/03/2022	Assistant Professor, Political Science	9	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	Lydeard, Chuck	08/01/2021	01/03/2022	Dept Chair, Biology & Chemistry/Professor	12	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	Mason, Brian	08/01/2021	01/03/2022	Interim Assoc. Dean, School of Creative Arts/Professor of A	12	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	Murray, Donell	08/01/2021	01/03/2022	Instructor, Communications	9	\$ 175.00	Full-Time Fixed	Additional Duties	Eagle Outreach Team
Eagle Outreach	Nettleton, Kim	08/01/2021	01/03/2022	Associate Professor of Education/Dir. of QA & Accred.	12	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	Njoroge, Lydia	08/01/2021	01/03/2022	Assistant Professor of Marketing	9	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	O'Brien, Tim	08/01/2021	01/03/2022	Associate Prof of Mathematics/QEP	10	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	Ratliff, Janet	08/01/2021	01/03/2022	Associate Professor of Management and Entrepreneurship	9	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	Schroeder, Chris	08/01/2021	01/03/2022	Dept Chair, Mathematics/Professor	12	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	Sharp, Kim	08/01/2021	01/03/2022	Professor of Education	9	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	Shi, Bo	08/01/2021	01/03/2022	Associate Professor of Finance	9	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	Smith-Stephens, Shannon	08/01/2021	01/03/2022	Assistant Professor of Nursing	9	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	Walters, Michele	08/01/2021	01/03/2022	Professor of Nursing	9	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Eagle Outreach	White, Lorrina	08/01/2021	01/03/2022	Regional Academic Coun. Coord.	12	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Information Technology	Fultz, Serena	11/01/2021	11/30/2021	Technology Business Manager	12	\$ 320.45	Full-Time Standing	Additional Duties	Technology account management to support additional coverage
KY Center for Traditional Music	Wells, Jesse	10/21/2021	10/22/2021	Instructor of Music/Music Archivist	12	\$ 200.00	Full-Time Fixed	Additional Duties	Performance Pay
Nursing	Richards, Felicia	10/27/2021	12/01/2021	Clinical Instructor	12	\$ 3,000.00	Part-Time	Additional Duties	Teaching 2 CR
Provost	Norman, Antony	08/01/2021	01/03/2022	Provost and VP for Academic Affairs	12	\$ 175.00	Full-Time Standing, Probationary	Additional Duties	Eagle Outreach Team
Regional Education & Outreach, Off. of	Connell, Dan	08/01/2021	01/03/2022	Assistant VP, Regional Education & Outreach	12	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Regional Education & Outreach, Off. of	Peng, Chien-Chih	11/05/2021	11/05/2021	Professor, Finance	9	\$ 190.41	Full-Time Standing	Additional Duties	Evaluated 3 UG credit hours
Retention and Academic Advancement	Barber, Michelle	08/01/2021	01/03/2022	Director, Retention and Academic Advancement Lecturer	12	\$ 175.00	Full-Time Standing	Additional Duties	Eagle Outreach Team
Retention Program	Fife, Jana	10/01/2021	12/10/2021	Retention Specialist & Academic Advisor/Lecturer	12	\$ 3,525.00	Full-Time Fixed	Additional Duties	Prorated adjunct pay, 2 FYS sections
Talent Search Programs	Hamilton, Camille	12/16/2021	12/16/2021	TRIO Academic Coordinator	12	\$ 1,527.66	Full-Time Fixed	Additional Duties	Filling in until new full-time coordinator position is filled
Tutoring & Learning Center	Handshoe, Patricia	08/01/2021	01/03/2022	Coordinator, Tutoring Services/Lecturer	12	\$ 175.00	Full-Time Fixed, Probationary	Additional Duties	Eagle Outreach Team
UG Education & Student Success, Office of Assoc Provost	Getchell, Morgan	11/29/2021	12/11/2021	Assistant Professor, Communication	9	\$ 500.00	Full-Time Standing	Additional Duties	Coach for two commencement speakers
UG Education & Student Success, Office of Assoc Provost	Keith Moore	11/15/2021	12/10/2021	Registrar	12	\$ 1,275.00	Full-Time Standing	Additional Duties	Teach 2 Sections of FYS
Athletics, Office of	Tenyer, Robert	12/30/2021		Head Football Coach	12	\$ 2,090.11	Full-Time Fixed	Other	Vehicle allowance
Camden Carroll Library	Watkins, Rodney	10/11/2021	12/14/2021	Systems Librarian	12	\$ 1,000.00	Full-Time Standing	Other	Teaching 3CR
Foundational & Graduate Studies in Edu	Beckham, Leslie	10/01/2021		Assistant Professor of Edu/Academic Dir Eagle Scholars	12	\$ 2,000.00	Full-Time Standing	Other	Yrly Shannon-Doran Endowed Stipend
Morehead State Police Department	Whitley, Leah	10/11/2021	06/30/2022	Police Officer	12	\$ 2,897.04	Full-Time Fixed, Probationary	Other	Incentive Pay
School of Business Administration	Nataraj, Sam	11/02/2021	11/30/21	Associate Dean, School of Business Administration & Profe	12	\$ 3,000.00	Full-Time Standing	Other	Completion of Healthcare Leadership Certificate Program module
School of Business Administration	Daniel Nehring	11/01/2021	11/01/2021	Instructor, Management	9	\$ 190.45	Full-Time Fixed	Other	Portfolio Evaluation 3 credit hours
School of Business Administration	Shi, Bo	10/26/2021	10/26/2021	Associate Professor, Finance	12	\$ 3,000.00	Full-Time Standing	Other	Completion of Healthcare Leadership Certificate Program module
Small Business Development Center	Pence, Tony	10/01/2021	06/30/2022	General Management Consultant	9	\$ 20.00	Part-Time	Other	2 hpw for GM Consultant
Foundational & Graduate Studies in Education	Kessinger, Michael	10/11/2021	12/10/2021	Associate Professor, Education (Educational Leadership)	9	\$ 9,000.00	Full-Time Standing	Overload, Hours	
Agricultural Sciences	Jones, Peggy	12/13/2021	01/11/2022	Instructor, Nutrition	9	\$ 1,800.00	Full-Time Fixed	Winter Session, Hours	Teaching 3 CR
Agricultural Sciences	Subramaniam, Vijay	12/13/2021	01/11/2022	Assoc. Prof, Agribusiness	9	\$ 2,036.62	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
Biology & Chemistry	Reeder, Brian	12/13/2021	01/11/2022	Prof, Biology	9	\$ 21,696.68	Full-Time Standing	Winter Session, Hours	Teaching 9 CR
Communication, Media & Lang	Andaloro, Ann	12/13/2021	01/11/2022	Assoc. Prof, Mass Communication	9	\$ 400.20	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
Communication, Media & Lang	Bycura, Miescha	12/13/2021	01/11/2022	Instructor, Spanish	9	\$ 2,100.00	Full-Time Fixed	Winter Session, Hours	Teaching 3 CR
Communication, Media & Lang	Manis, Randy	12/13/2021	01/11/2022	Instructor, Communications	9	\$ 3,700.00	Full-Time Fixed	Winter Session, Hours	Teaching 3 CR
Communication, Media & Lang	Merritt, Christopher	12/13/2021	01/11/2022	Instructor, Communications	9	\$ 3,650.00	Full-Time Fixed	Winter Session, Hours	Teaching 3 CR
Communication, Media & Lang	Middleton, Steven	12/13/2021	01/11/2022	Instructor, Mass Communications	9	\$ 2,700.00	Full-Time Fixed	Winter Session, Hours	Teaching 3 CR
Communication, Media & Lang	Murray, Donell	12/13/2021	01/11/2022	Instructor, Communications	9	\$ 5,850.00	Full-Time Fixed	Winter Session, Hours	Teaching 6 CR
Computer Science & Electronics	Cheng, Cheng	12/13/2021	01/11/2022	Assistant Professor, Engineering & Technology Manageme	9	\$ 2,873.78	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
Computer Science & Electronics	Elgazzar, Heba	12/13/2021	01/11/2022	Assistant Professor, Computer Science	9	\$ 5,222.61	Full-Time Standing	Winter Session, Hours	Teaching 7 CR
Computer Science & Electronics	Ortega-Moody, Jorge	12/13/2021	01/11/2022	Assistant Professor, Engineering & Technology Manageme	9	\$ 9,267.40	Full-Time Standing	Winter Session, Hours	Teaching 9 CR

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Department/Office	Name	Effective Date	Ending Date	Title	Contract Months	Salary	Employment Status	Employment Action	Notation
Early Childhood, Elem & Special Edu	Shon, Mee-Ryoung	12/13/2021	01/11/2022	Professor, Education	9	\$ 2,204.25	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
Engineering & Technology Management	Hunt, Jarred	12/13/2021	01/11/2022	Teach (Sup)	12	\$ 500.00	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
Engineering & Technology Management	Jenab, Kouroush	12/13/2021	01/11/2022	Assistant Professor, Engineering & Technology Management	9	\$ 5,552.40	Full-Time Standing	Winter Session, Hours	Teaching 6 CR
Engineering & Technology Management	Joshi, Nilesh	12/13/2021	01/11/2022	Professor, Engineering & Technology Management	9	\$ 7,101.20	Full-Time Standing	Winter Session, Hours	Teaching 6 CR
Engineering & Technology Management	Xu, Qingzhou	12/13/2021	01/11/2022	Assistant Professor, Engineering & Technology Management	9	\$ 3,882.00	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
English	Graves, Mark	12/13/2021	01/11/2022	Professor, English	9	\$ 2,100.00	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
English	Johnson, Patrick	12/13/2021	01/11/2022	Instructor, English	9	\$ 5,750.00	Full-Time Fixed	Winter Session, Hours	Teaching 6 CR
Foundational & Graduate Studies in Education	Justice, Lenora	12/13/2021	01/11/2022	Assoc. Professor, Educational Technology	9	\$ 3,000.00	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
Foundational & Graduate Studies in Education	Kessinger, Michael	12/13/2021	01/11/2022	Assoc. Prof, Education	9	\$ 10,694.98	Full-Time Standing	Winter Session, Hours	Teaching 18 CR
Foundational & Graduate Studies in Education	Klecker, Beverly	12/13/2021	01/11/2022	Professor, Education	9	\$ 7,883.48	Full-Time Standing	Winter Session, Hours	Teaching 12 CR
History, Philosophy, Politics, Global Studies & Legal Studies	Adkins, Jason	12/13/2021	01/11/2022	Assistant Professor, Political Science	9	\$ 2,245.25	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
History, Philosophy, Politics, Global Studies & Legal Studies	Conroy, Christina	12/13/2021	01/11/2022	Associate Professor, Philosophy	9	\$ 3,946.08	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
History, Philosophy, Politics, Global Studies & Legal Studies	Craig, Verdie	12/13/2021	01/11/2022	Associate Professor, Geography	9	\$ 4,328.14	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
History, Philosophy, Politics, Global Studies & Legal Studies	Masterson, James	12/13/2021	01/11/2022	Associate Professor, Political Science	9	\$ 5,998.72	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
History, Philosophy, Politics, Global Studies & Legal Studies	Scott, Alana	12/13/2021	01/11/2022	Associate Professor, History	9	\$ 2,720.10	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
Kinesiology, Health, & Imaging Sciences	Ash, Elizabeth	12/13/2021	01/11/2022	Instructor, Health & Wellness	9	\$ 5,700.00	Full-Time Standing	Winter Session, Hours	Teaching 6 CR
Kinesiology, Health, & Imaging Sciences	Dearden, Jennifer	12/13/2021	01/11/2022	Professor, Health & Wellness	9	\$ 4,235.54	Full-Time Standing	Winter Session, Hours	Teaching 6 CR
Kinesiology, Health, & Imaging Sciences	Gonzalez, Gina	12/13/2021	01/11/2022	Professor, Kinesiology	9	\$ 1,381.38	Full-Time Standing	Winter Session, Hours	Teaching 6 CR
Mathematics	Jaisingh, Lloyd	12/13/2021	01/11/2022	Professor, Mathematics	9	\$ 9,525.06	Full-Time Standing	Winter Session, Hours	Teaching 6 CR
Mathematics	Ross, Randy	12/13/2021	01/11/2022	Professor, Mathematics	9	\$ 6,973.91	Full-Time Standing	Winter Session, Hours	Teaching 6 CR
Mathematics	Waltmire, Joshua	12/13/2021	01/11/2022	Instructor, Mathematics	9	\$ 2,100.00	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
Middle Grades & Secondary Education	Lennox, Lesia	12/13/2021	01/11/2022	Professor, Education	9	\$ 2,798.88	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
Middle Grades & Secondary Education	Long, David	12/13/2021	01/11/2022	Asst. Professor, Education	9	\$ 3,000.00	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
Nursing	Bradley, Sarah	12/13/2021	01/11/2022	Instructor, Nursing	9	\$ 1,750.00	Full-Time Fixed	Winter Session, Hours	Teaching 3 CR
Physics, Earth Science & Space Systems Engineering	Birriel, Ignacio	12/13/2021	01/11/2022	Professor, Physics	9	\$ 6,756.96	Full-Time Standing	Winter Session, Hours	Teaching 4 CR
Physics, Earth Science & Space Systems Engineering	Birriel, Jennifer	12/13/2021	01/11/2022	Professor, Physics	9	\$ 6,336.72	Full-Time Standing	Winter Session, Hours	Teaching 4 CR
Physics, Earth Science & Space Systems Engineering	Grupe, Dirk	12/13/2021	01/11/2022	Assoc. Prof, Astrophysics & Space Science	9	\$ 1,047.54	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
Physics, Earth Science & Space Systems Engineering	Kibria, Md	12/13/2021	01/11/2022	Asst. Prof, Geoscience	9	\$ 3,280.00	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
Psychology	Haller, Lynn	12/13/2021	01/11/2022	Assoc. Prof, Psychology	9	\$ 9,418.84	Full-Time Standing	Winter Session, Hours	Teaching 6 CR
Psychology	White, Ilsun	12/13/2021	01/11/2022	Professor, Psychology	9	\$ 7,444.10	Full-Time Standing	Winter Session, Hours	Teaching 6 CR
Psychology	White, Wesley	12/13/2021	01/11/2022	Professor, Psychology	9	\$ 520.43	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
School of Business Administration	Choi, Haiwook	12/13/2021	01/11/2022	Associate Professor, CIS	9	\$ 3,908.10	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
School of Business Administration	Fatten, Kimberly	12/13/2021	01/11/2022	Assistant Professor, Accounting	9	\$ 8,250.00	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
School of Business Administration	Grace, Bruce	12/13/2021	01/11/2022	Associate Professor, Finance	9	\$ 2,270.20	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
School of Business Administration	Graves, Jacqueline	12/13/2021	01/11/2022	Visiting Assistant Professor of Business Law	10	\$ 3,883.20	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
School of Business Administration	Grimes, Connie	12/13/2021	01/11/2022	Instructor, CIS	9	\$ 3,946.44	Full-Time Fixed	Winter Session, Hours	Teaching 6 CR
School of Business Administration	Hassan, Ahmad	12/13/2021	01/11/2022	Associate Professor, Management	9	\$ 13,472.00	Full-Time Standing	Winter Session, Hours	Teaching 6 CR
School of Business Administration	Kim, Euijin	12/13/2021	01/11/2022	Associate Professor, CIS	9	\$ 6,407.06	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
School of Business Administration	Lunt, Lucas	12/13/2021	01/11/2022	Assistant Professor, Marketing	9	\$ 3,654.00	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
School of Business Administration	McCoy, Randall	12/13/2021	01/11/2022	Associate Professor, CIS	9	\$ 6,476.54	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
School of Business Administration	Mohamed, Fatma	12/13/2021	01/11/2022	Associate Professor, Management	9	\$ 4,988.80	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
School of Business Administration	Musgrave, Jon	12/13/2021	01/11/2022	Assistant Professor, Management	9	\$ 6,400.00	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
School of Business Administration	Nataraj, Sam	12/13/2021	01/11/2022	Associate Dean, School of Business Administration & Prof	12	\$ 6,594.22	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
School of Business Administration	Nehring, Daniel	12/13/2021	01/11/2022	Instructor, Management	9	\$ 5,410.72	Full-Time Fixed	Winter Session, Hours	Teaching 6 CR
School of Business Administration	Peng, Chien-Chih	12/13/2021	01/11/2022	Professor, Finance	9	\$ 2,126.35	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
School of Business Administration	Ratliff, Janet	12/13/2021	01/11/2022	Associate Professor, Management & Entrepreneurship/Ent	9	\$ 6,618.24	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
School of Business Administration	Shi, Bo	12/13/2021	01/11/2022	Associate Professor, Finance	9	\$ 7,287.82	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
School of Business Administration	Stapleton, Samuel	12/13/2021	01/11/2022	Instructor of Management	9	\$ 7,450.00	Full-Time Fixed	Winter Session, Hours	Teaching 3 CR
School of Business Administration	Trent, Christy	12/13/2021	01/11/2022	Instructor, Business Communications	9	\$ 1,200.00	Full-Time Fixed	Winter Session, Hours	Teaching 3 CR
School, Engineering & Computer Science	Rashad, Sherif	12/13/2021	01/11/2022	Professor, Computer Science	9	\$ 8,865.50	Full-Time Standing	Winter Session, Hours	Teaching 9 CR
Sociology, Social Work & Criminology	Barton, Bernadette	12/13/2021	01/11/2022	Professor, Sociology	9	\$ 4,172.71	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
Sociology, Social Work & Criminology	Breschel, Edward	12/13/2021	01/11/2022	Associate Professor, Sociology	9	\$ 3,783.95	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
Sociology, Social Work & Criminology	Hall, Raymond	12/13/2021	01/11/2022	Instructor, Sociology	9	\$ 3,300.00	Full-Time Fixed	Winter Session, Hours	Teaching 3 CR
Sociology, Social Work & Criminology	Hardesty, Constance	12/13/2021	01/11/2022	Associate Professor, Sociology	9	\$ 4,386.74	Full-Time Standing	Winter Session, Hours	Teaching 3 CR
Sociology, Social Work & Criminology	Perkins, Elizabeth	12/13/2021	01/11/2022	Associate Professor, Criminology	9	\$ 9,629.36	Full-Time Standing	Winter Session, Hours	Teaching 9 CR
Sociology, Social Work & Criminology	Spencer, Ashley	12/13/2021	01/11/2022	Instructor/Facilitator (Social Work)	12	\$ 766.67	Full-Time Fixed	Winter Session, Hours	Teaching 4 CR
Sociology, Social Work & Criminology	Susan, Paul	12/13/2021	01/11/2022	Instructor, Social Work	9	\$ 2,450.00	Full-Time Fixed	Winter Session, Hours	Teaching 3 CR

Total Appointment Status Actions:

117

Roster Positions Summary
12/31/2021

	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	21.63	91.54%
Division of Administration and Fiscal Services	75.13	(0.50)	74.63	66.13	88.61%
Facilities Management	86.00	1.00	87.00	85.00	97.70%
Division of Student Affairs	127.45	-	127.45	117.95	92.55%
Division of Academic Affairs	44.50	-	44.50	40.25	90.45%
Caudill College of Arts, Humanities & Social Sciences	120.41	-	120.41	116.16	96.47%
Smith College of Business and Technology	46.42	-	46.42	45.42	97.85%
Volgenau College of Education	49.40	-	49.40	47.40	95.95%
College of Science	142.15	-	142.15	131.15	92.26%
Undergraduate Education & Student Success	33.20	-	33.20	31.20	93.98%
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	790.34	739.34	93.55%

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

APPROVE COACHING CONTRACT

**BOR (V-A-6)
March 31, 2022**

Recommendation:

That the Board of Regents approve the contract for the following athletic coach.

Chris Fox, Head Women's Soccer Coach (contract January 18, 2022 – December 31, 2025)

Background:

Chris Fox has been the Head Women's Soccer Coach since January of 2022. Coach Fox's contract includes expectations regarding Academic Progress Rates (APR), and Graduation Success Rates (GSR). Furthermore, Coach Fox agrees to abide by all NCAA & Morehead State University policies and procedures. This is not a tenure-eligible appointment.

APPROVE POLICY REVISION

**BOR (V-A-7)
March 31, 2022**

Recommendation:

That the Board of Regents approve the attached policy revision to PG-48 related to the accumulation of vacation time for regular full-time employees.

Background:

The PG-48 Vacation Leave policy currently limits the accumulation of vacation leave for regular full-time employees at any time during the fiscal year. The proposed change, if approved, would set June 30th of each year as the date which regular full-time employee vacation accrual balances will be limited to the maximum allowed under the policy. As of each June 30th, accrued vacation leave balances over and above the maximum limits will be forfeited by the employee.

Policy: PG-48
Subject: Vacation Leave

Approval Date: 07/01/85
Revision Date: 06/22/90; 09/17/93; 11/14/97; 12/06/02; 08/08/19
Last Review Date: 08/08/19

PURPOSE

To define conditions for vacation, leave for regular, full-time employees classified as exempt or nonexempt staff. This policy also applies to full-time faculty members who are eligible for vacation and who are employed on a 9, 10, 11 or 12-month basis.

ACCUMULATION FOR REGULAR FULL-TIME EMPLOYEES

For regular, full-time employees ~~hired after June 30, 1990~~, vacation shall be accumulated at the rate of 7.5 hours or 8 hours, depending upon the length of the employee’s regularly scheduled work day, for each month of regular employment through the first 4 years of continuous service; 9.38 hours (7.5 hour employee) and 10.00 hours (8 hour employee) per month for 5 to 9 years of continuous service; 11.25 hours (7.5 hour employee) and 12.00 hours (8 hour employee) per month for 10 to 14 years of continuous service; and 12.53 hours (7.5 hour employee) and 13.36 hours (8 hour employee) per month after 15 years of continuous service. See Table below for accumulation rates for each period of university service:

Years of Service and Vacation Leave Accrual (hired after June 30, 1990)				
Years of service	1-4 years	5-9 years	10-14 years	15 years and over
7.5 hrs/day	7.50 hours	9.38 hours	11.25 hours	12.53 hours
8.0 hrs/day	8.00 hours	10.0 hours	12.00 hours	13.36 hours

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~~For regular, full-time employees hired before July 1, 1990, vacation shall be accumulated at the rate of 9.38 hours (7.5 hour employee) and 10.00 hours (8 hour employee) for each month of regular employment through the first 9 years of continuous service; 11.25 hours (7.5 hour employee) and 12.00 hours (8 hour employee) per month for 10 to 14 years of continuous service; and commencing July 1, 1991, 12.53 hours (7.5 hour employee) and 13.36 hours (8 hour employee) month after 15 years of continuous service. See Table below for accumulation rates for each period of university service:~~

Years of Service and Vacation Leave Accrual (hired before June 30, 1990)			
Years of service	1-9 years	10-14 years	15 years and over
7.5 hrs/day	9.38 hours	11.25 hours	12.53 hours
8.0 hrs/day	10.0 hours	12.00 hours	13.36 hours

An employee accumulates vacation in any month in which the employee is paid for 11 or more days, except that pay received for accumulated vacation at time of leave without pay, termination of employment, death, or retirement will not be credited toward the 11 days. The earned vacation day is to be applied to the employee's leave balance at the beginning of the month following the month in which the member works eleven or more days. Vacation days may not be used before they are earned and applied to the employee's leave balance.

ACCUMULATION FOR SELECTED FULL-TIME FACULTY MEMBERS EMPLOYED ON A NINE-, TEN-, ELEVEN- OR TWELVE-MONTH BASIS

A full-time faculty member who is determined to be eligible for vacation accrual by the Provost and Vice President of Academic Affairs based on employment on a nine-, ten-, eleven- or twelve-month basis, shall earn vacation for a period specified in the contractual arrangement and at the rate detailed for regular full-time employees.

ACCUMULATION FOR EMPLOYEES SERVING AN INITIAL PROBATIONARY PERIOD

Employees serving an initial probationary period will accrue vacation at the rate of 7.5 hours (for 37.5 hour per week employees) or 8.0 hours (for 40 hour per week employees) per month of employment. The vacation will not be vested and may not be taken until the employee successfully completes his/her probationary period. In the event the initial probationary period is extended for any reason, the employee will continue to accrue vacation at the rate specified above but it will not be vested nor will the employee be allowed to take vacation time until successfully completing the probationary period.

MAXIMUM ACCUMULATION

As of June 30 of each calendar year, the maximum accumulation of vacation for a full-time employee shall be 225 hours (7.5 hour employees) or 240 (8 hour employees) (30 work days). Vacation balances over the above maximums shall not be permitted as of June 30 of each calendar year.

VACATION USAGE

The work requirements of the University shall take priority in the scheduling of vacation or othertime off. Insofar as possible, however, consideration will be given to any specific request by an individual; competitive requests for the same time off shall ordinarily be decided in favor of the person with the longer period of continuous service in the unit.

Vacation must be scheduled in advance and approved by the immediate supervisor in writing on an Exception Approval Form (forms available in the Office of Human Resources). Otherwise, the time off may result in a salary deduction and is cause for disciplinary action, unless the supervisor judges the circumstances to have been an emergency.

An administrative unit may establish periods of time when vacation may or may not be taken and/or periods of time when vacation requests are to be submitted. If such latter times are established, vacation requests submitted other than during the specified periods shall be considered after requests received during the specified periods.

Only days on which the employee normally would have worked are charged against accumulated vacation. Vacation leave ~~is~~ shall be charged in not less than one hour units for any workday where the leave requested that is less than a full workday (7.5 hours or 8.0 hours).

PAYOFF OF ACCUMULATED VACATION

An employee who retires, terminates employment, returns or is reassigned to a non-vacation accruing position, dies, or commences a leave of absence without pay (except for illness, including maternity or injury--see PG-9) shall receive the cash equivalent for unused vested vacation as of that date or a maximum of 30 days. The cash equivalent for an hourly employee is determined by dividing the annual salary by 1,950 times seven-and-one-half (7 1/2) times the number of unused days for an employee on a thirty-seven and one-half hour work week; or by 2,080 times eight (8) times the number of unused days for an employee on a 40-hour week. The cash equivalent for an exempt employee is determined by dividing the salary by the number of days in the contract (i.e. 195, 260, etc.). There is no other cash settlement for accumulated vacation.

Policy: PG-48

Subject: Vacation Leave

Approval Date: 07/01/85

Revision Date: 06/22/90; 09/17/93; 11/14/97; 12/06/02; 08/08/19

Last Review Date: 08/08/19

PURPOSE

To define conditions for vacation, leave for regular, full-time employees classified as exempt or nonexempt staff. This policy also applies to full-time faculty members who are eligible for vacation and who are employed on a 9, 10, 11 or 12-month basis.

ACCUMULATION FOR REGULAR FULL-TIME EMPLOYEES

For regular, full-time employees, vacation shall be accumulated at the rate of 7.5 hours or 8 hours, depending upon the length of the employee's regularly scheduled work day, for each month of regular employment through the first 4 years of continuous service; 9.38 hours (7.5 hour employee) and 10.00 hours (8 hour employee) per month for 5 to 9 years of continuous service; 11.25 hours (7.5 hour employee) and 12.00 hours (8 hour employee) per month for 10 to 14 years of continuous service; and 12.53 hours (7.5 hour employee) and 13.36 hours (8 hour employee) per month after 15 years of continuous service. See Table below for accumulation rates for each period of university service:

Years of service	1-4 years	5-9 years	10-14 years	15 years and over
7.5 hrs/day	7.50 hours	9.38 hours	11.25 hours	12.53 hours
8.0 hrs/day	8.00 hours	10.0 hours	12.00 hours	13.36 hours

An employee accumulates vacation in any month in which the employee is paid for 11 or more days, except that pay received for accumulated vacation at time of leave without pay, termination of employment, death, or retirement will not be credited toward the 11 days. The earned vacation day is to be applied to the employee's leave balance at the beginning of the month following the month in which the member works eleven or more days. Vacation days may not be used before they are earned and applied to the employee's leave balance.

ACCUMULATION FOR SELECTED FULL-TIME FACULTY MEMBERS EMPLOYED ON A NINE-, TEN-, ELEVEN- OR TWELVE-MONTH BASIS

A full-time faculty member who is determined to be eligible for vacation accrual by the Provost and Vice President of Academic Affairs based on employment on a nine-, ten-, eleven- or twelve-month basis, shall earn vacation for a period specified in the contractual arrangement and at the rate detailed for regular full-time employees.

ACCUMULATION FOR EMPLOYEES SERVING AN INITIAL PROBATIONARY PERIOD

Employees serving an initial probationary period will accrue vacation at the rate of 7.5 hours (for 37.5 hour per week employees) or 8.0 hours (for 40 hour per week employees) per month of employment. The vacation will not be vested and may not be taken until the employee successfully completes his/her probationary period. In the event the initial probationary period is extended for any reason, the employee will continue to accrue vacation at the rate specified above but it will not be vested nor will the employee be allowed to take vacation time until successfully completing the probationary period.

MAXIMUM ACCUMULATION

As of June 30 of each calendar year, the maximum accumulation of vacation for a full-time employee shall be 225 hours (7.5 hour employees) or 240 (8 hour employees) (30 work days). Vacation balances over the above maximums shall not be permitted as of June 30 of each calendar year.

VACATION USAGE

The work requirements of the University shall take priority in the scheduling of vacation or othertime off. Insofar as possible, however, consideration will be given to any specific request by an individual; competitive requests for the same time off shall ordinarily be decided in favor of the person with the longer period of continuous service in the unit.

Vacation must be scheduled in advance and approved by the immediate supervisor in writing on an Exception Approval Form (forms available in the Office of Human Resources). Otherwise, the time off may result in a salary deduction and is cause for disciplinary action, unless the supervisor judges the circumstances to have been an emergency.

An administrative unit may establish periods of time when vacation may or may not be taken and/or periods of time when vacation requests are to be submitted. If such latter times are established, vacation requests submitted other than during the specified periods shall be considered after requests received during the specified periods.

Only days on which the employee normally would have worked are charged against

accumulated vacation. Vacation leave shall be charged in not less than one hour units for any workday where the leave requested that is less than a full workday (7.5 hours or 8.0 hours).

PAYOFF OF ACCUMULATED VACATION

An employee who retires, terminates employment, returns or is reassigned to a non-vacation accruing position, dies, or commences a leave of absence without pay (except for illness, including maternity or injury--see PG-9) shall receive the cash equivalent for unused vested vacation as of that date or a maximum of 30 days. The cash equivalent for an hourly employee is determined by dividing the annual salary by 1,950 times seven-and-one-half (7 1/2) times the number of unused days for an employee on a thirty-seven and one-half hour work week; or by 2,080 times eight (8) times the number of unused days for an employee on a 40-hour week. The cash equivalent for an exempt employee is determined by dividing the salary by the number of days in the contract (i.e. 195, 260, etc.). There is no other cash settlement for accumulated vacation.

APPROVE TENURE WITH PROMOTION

**BOR (V-A-8)
March 31, 2022**

Recommendation:

That the Board of Regents approve the granting of tenure and promotion from assistant professor to associate professor rank to the following with the issuance of their contracts for the 2022-2023 year:

Dr. Morgan Getchell, Assistant Professor of Communication

Dr. Amy Staton, Assistant Professor of Veterinary Technology

Dr. Qingzhou Xu, Assistant Professor of Engineering & Technology Management

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. Additionally, based on positive recommendations from faculty, the Provost can recommend certain new hires receive tenure and professor rank upon hire. The President, based upon recommendations from the Provost, hereby submits his recommendations to the Board of Regents.

**APPROVE MOREHEAD STATE UNIVERSITY
FOUNDERS AWARD FOR UNIVERSITY SERVICE**

**BOR (V-A-9)
March 31, 2022**

Recommendation:

That the Board of Regents approve the selection of Madonna Weathers as the recipient of the 2022 Founders Award for University Service.

Background:

The Founders Award for University Service was established by the Board of Regents in 1978 and has been presented each year to individuals with records of outstanding service to the University over a sustained period.

Previous recipients have included W. E. Crutcher, 1978; Linus A. Fair, 1979; Carl D. Perkins, 1980; Dr. Warren C. Lappin, 1981; Dr. Ted L. Crosthwait, 1982; Monroe Wicker, 1983; Lloyd Cassity, 1984; Grace Crosthwaite, 1985; Boone Logan, 1986; Dr. Rondal D. Hart, 1987; George T. Young, 1988; John E. Collis, 1989; Dr. Wilhelm Exelbirt, 1990; Dr. R. H. Playforth, 1991; Dr. Mary Northcutt Powell, 1992; Senator Woody May, 1993; Dr. J. E. Duncan, 1994; Sherman R. Arnett and Harlen L. Hamm, 1995; Dr. Adron Doran, 1996; Robert S. Bishop and Martin Huffman, 1997; Dr. Charles J. Pelfrey, 1998; Carolyn S. Flatt, 1999; Dr. Earl J. Bentley, 2000; Mrs. Mignon Doran, 2001; Dr. C. Nelson Grote, 2002; Merl F. Allen, 2003; Dr. John C. Philley, 2004; Dr. Charles M. Derrickson, 2005; Dr. John R. Duncan, 2006; Steve A. Hamilton, 2007; Dr. Marshall Banks, 2008; Dr. Randy Wells, 2009; Dr. Jack D. Ellis, 2010; Lucille Caudill Little, 2011; Rep. Rocky J. Adkins, 2012; Clyde I. James, 2013; Keith R. Kappes, 2014; Carol Johnson and W.H. "Honie" Rice, 2015; Myron Doan, 2016; Dr. David Saxon, 2017; Dr. Frances Helphinstine, 2018; Dr. Gerald DeMoss, 2019; Dr. Robert Albert, 2020.

The University Service Award Committee has recommended that Madonna Weathers be selected as the recipient of the 2022 Founders Award for University Service.

Madonna came to Morehead State University as a student and completed a bachelor's degree in 1971 and master's degree in 1972. Her skills as a leader were immediately recognized by the administration and she was offered an administrative staff position in 1972. From that time forward until her retirement she worked alongside many different supervisors, vice- presidents, and presidents of Morehead State University. In 2002, she assumed the position of Vice President for Student Life where she remained until her retirement in 2016.

As VP of Student Life, Madonna had oversight of Dean of Students, campus student organizations, intercollegiate athletics, multicultural student services, public safety, student counseling, housing, wellness, and financial aid. The diversity and unique requirements of

these various organizational units clearly shows the depth and breadth of her impact on MSU.

For Madonna, people, particularly students, always came first. Her commitment to providing the best educational experience and long-term personal development has played a significant role in the formation and success of programs, departments, and individual students. Throughout her 44 year career, she had a positive influence on managerial practices, procedures, program development and implementation that helped form and contribute substantially to MSU's growth and recognition throughout the academic community locally, within the state, and at a national level.

She was also one of the first employees to chair the Campus Giving Campaign. By sharing her philanthropic story and encouraging colleagues across the campus to make annual philanthropic contributions, the campaign saw a then record high percentage of employee donors. Part of the reason for this success was her genuine love for the institution, which gained her the respect of the people of all departments.

A brief review of her history at MSU clearly shows the administration across many decades recognized her leadership and dedication to MSU. Madonna did not see her role as a job or a career. For her, it was about love for an extended family. She saw her position as a way to promote and benefit her MSU family. She loves MSU and served it deeper and longer than all but a handful.

**REVIEW OF BYLAWS-
ESTABLISHMENT OF AD-HOC COMMITTEE**

**BOR (V-A-10)
March 31, 2022**

Recommendation:

That the Board of Regents Chair appoint a four (4) person ad-hoc committee of Board members to review the Board of Regents Bylaws and return any recommendations to the June 2022 Board meeting for full Board consideration.

The Chair appoints the following Board members to the ad-hoc committee:

Regent Sanford Holbrook- Committee Chair
Regent Terri Walters
Regent Wayne Martin
Regent Debbie Long

The ad-hoc committee is further charged with reviewing any applicable changes to Kentucky Revised Statutes (KRS) and state administrative regulations which may need to be included.

The ad-hoc committee shall be staffed by the President, the University General Counsel for legal, KRS, and state administrative regulation review, and the Board Secretary for general support.

Background:

Pursuant to Bylaws Section I. (1.9), the Board will conduct a review of the Bylaws every four (4) years to ensure the Bylaws continue to meet the defining responsibilities of the Board and the institution.

APPROVE 2022-2023 TUITION, MANDATORY FEES, AND HOUSING RATES

**BOR (V-B-1)
March 31, 2022**

Recommendation:

That the Board of Regents approve the recommended tuition, mandatory fees and housing rates for the 2022-2023 fiscal year.

Background:

Tuition and Mandatory Fees:

On May 13, 2021, the Council on Postsecondary Education (CPE) adopted a two-year resident undergraduate tuition and mandatory fee ceiling for the 2021/2023 biennium that did not allow base tuition rate increases to exceed 3 percent over the two years and no more than 2 percent in any one year. The base tuition rate excludes Special Use Fees and Asset Preservation Fees previously approved by CPE as exemptions to the tuition and mandatory fee ceilings.

A 1.75 percent increase for undergraduate students is included in the recommended base tuition rate for 2022/2023. Resident graduate students enrolled in 600-level courses offered by the Volgenau College of Education will be assessed tuition at the same per credit hour rate as undergraduate resident students. Therefore, the tuition rate for this group of students will increase to \$385 per credit hour in 2022/2023 to continue to mirror the undergraduate resident per credit hour rate. It is recommended that the University freeze all other graduate tuition rates for 2022/2023.

The 2022/2023 tuition and mandatory fee schedule includes a recommended decrease in the Mandatory Student Facility Fee from \$7.50 per credit hour with a maximum of \$90 per academic term to \$5.00 per credit hour with a maximum of \$60 per academic term. The decrease in the Facility Fee combined with the 1.75 percent increase for undergraduate students is within the parameter set by CPE for undergraduate resident students. A summary of changes in recommended resident undergraduate tuition and mandatory fees is listed below.

Per Semester Rates	Fall 2021	Fall 2022	Increase/ Decrease
Tuition			
Resident Undergraduate Base Tuition (12-18 hours)	\$4,541	\$4,620	\$79
Mandatory Fees			
Student Recreation & Wellness Center Fee	\$100	\$100	\$0
Facility Fee	\$90	\$60	-\$30
Total Tuition & Mandatory Fees	\$4,731	\$4,780	\$49

The proposed rate schedule listed below is within the tuition parameters and non-resident student tuition and fee policy set by the Council on Postsecondary Education for 2022/2023.

**Tuition and Mandatory Fee Schedule
Effective Fall Semester 2022**

Tuition	Undergraduate Full-Time Rate (12-18 Credit Hours)	Per Credit Hour Rate
Undergraduate		
Resident	\$4,620	\$385
Non-resident (domestic)	\$6,983	\$582
International	\$11,708	\$976
Graduate		
Resident		\$570
Volgenau College of Education (600-level)		\$385
Non-resident (domestic)		\$570
International		\$570

Notes:

1. Full-time status is achieved for undergraduate students when enrolled in at least 12 credit hours per semester.
2. Undergraduate students enrolled in more than 18 credit hours will be charged the Full-Time Rate plus the additional Per Credit Hour Rate for each credit hour above 18.
3. The Full-Time Rate does not apply to graduate students. All graduate students are charged on a per credit hour basis.
4. Resident graduate students enrolled in 600-level courses offered by the Volgenau College of Education with course prefixes EDAH, EDEC, EDEL, EDF, EDGC, EDIL, EDMG, EDSE, EDSL, EDSP, EDTC, EDTL, EDUC, and IECE will be assessed tuition at the same per credit hour rate as undergraduate resident students.
5. Per credit hour tuition and mandatory fee rates also apply to students enrolled in a summer or winter session.
6. All students will be assessed a \$9 per credit hour student recreation and wellness center mandatory fee with a maximum charge of \$100 per semester.
7. All students will be assessed a \$5 per credit hour mandatory facility fee with a maximum charge of \$60 per semester.
8. Non-resident (domestic) and International undergraduate students enrolled exclusively in internet courses and/or enrolled exclusively at a regional campus center will be assessed tuition and fees at the undergraduate resident rate. Academic courses delivered with at least 50% of the instruction online are categorized as internet courses.
9. Students enrolled in internet courses will be assessed tuition at the applicable rate and will be assessed a \$15 per credit hour course fee.

Student Housing:

Housing rental rates are established to remain competitive with other state universities and the local housing market with similar amenities. MSU continues to provide housing as an affordable option for our students. The average residence hall rate recommended in the 2022/2023 Operating Budget is \$2,733 per semester. The proposed rate schedule listed below provides the recommended 2022/2023 residence hall rates.

RESIDENCE HALL RENTALS (Semester)	2021-2022	2022-2023	
Alumni Tower	\$2,750	\$2,750	
Andrews Hall 2-Person	\$2,950	\$3,200	
Andrews Hall 4-Person	\$3,150	\$3,450	
Cartmell Hall	\$2,400	\$2,400	
Cartmell Hall (Single Premium)	\$2,800	\$2,800	
East Mignon Hall	\$2,650	\$2,650	
Fields Hall	\$2,550	\$2,550	
Grote-Thompson Hall	\$2,650	\$2,750	
Mignon Hall	\$2,650	\$2,650	
Mignon Tower	\$2,650	\$2,650	
Nunn Hall	\$2,500	\$2,500	
West Mignon Hall	\$2,650	\$2,650	
University Farm			
Lundergan Hall	\$3,350	\$3,350	
Lundergan Hall (work assignment)	\$1,675	\$1,675	
Padula Hall	\$3,350	\$3,350	
Padula Hall (work assignment)	\$1,675	\$1,675	
APARTMENT RENTALS (Semester)	2022-2023 Rate Per Person, if Shared Among:		
	1 Person	2 Persons	3 Persons
Eagle Lake Apartments			
1 Bedroom	\$6,120	\$3,060	NA
2 Bedroom	NA	\$4,440	\$2,960
Mays Hall Apartments			
Efficiency	\$4,520	NA	NA
1 Bedroom	\$5,920	\$2,960	NA
2 Bedroom	NA	\$4,275	\$2,850
Normal Hall Apartments*	\$5,500	\$2,750	NA
SUMMER RATE (All Halls and Apartments - Rate Per Person)			
Summer Term (June - July)	\$750		
Summer I (June)	\$400		
Summer II (July)	\$400		
Intersession (May)	\$200		
Intersession (August)	\$200		

* one person occupancy pending availability

Housing Notes:

1. *All rates are for standard occupancy unless otherwise noted.*
2. *Private rooms, private suites, and semi-private suites are subject to availability and are billed at a premium rate.*
3. *Morehead State University's On-Campus Residency Policy requires all full-time students under the age of 21 who have not lived on campus for four (4) semesters to live on campus and subscribe to one of the University meal plans. Students must be 21 years of age by the first day of classes to fulfill residency and meal plan requirements. Full-time students enrolled exclusively in internet courses and/or enrolled exclusively at a regional campus center are exempt from this policy. Additionally, students that reside at the University Farm are exempt from this policy.*
4. *All full-time students with at least one class located on MSU's main campus will automatically be enrolled in the Dining Dollars Program (\$100 FLEX per semester) provided the student is not enrolled in another meal plan.*
5. *Students who do not meet the criteria to live off campus, and do not have an approved housing waiver, will be billed "Required Housing" which is equivalent to the lowest published residence hall semester rate for a standard double occupancy room.*
6. *Rooms in designated break housing will remain open during University closed periods (Thanksgiving Break, Winter Break, Spring Break). All other residence halls will be closed during break periods.*
7. *Grote-Thompson Hall is designated solely for students enrolled in the Craft Academy for Excellence in Science and Mathematics.*

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

**BOR (V-B-2)
March 31, 2022**

Recommendation:

That the Board accept the financial statements and ratify the amended operating budget for the second 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 December 31, 2021, the second 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
Second Quarter Financial Statements
December 31, 2021

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, 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 second quarter of the 2021-2022 fiscal year. During the period July 1, 2021 through December 31, 2021 the University operated with a surplus of revenues over expenses and transfers in the amount of \$37,825,979. This level of operating surplus is expected at this time, since most of the billings for the spring 2022 semester are reflected in the tuition and fees revenue and only expenditures through December 31, 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 six months are summarized as follows:

- ▶ Total operating revenues decreased approximately \$1.9 million from the prior year to \$75.7 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. Total nonoperating revenues increased approximately \$2.6 million from the prior year to \$23.7 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 73.45% at December 31, 2021 and 79.34% at December 31, 2020. This percentage would be expected at this time, since most of the billings for the spring 2022 semester are reflected in revenue.
- ▶ Total operating expenses increased approximately \$6.8 million from the prior year to \$60.4 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 December 31, 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 \$38 million at December 31, 2021 and \$41 million at December 31, 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
Unrestricted Current Funds
Statements of Revenues, Expenses & Changes in Net Position
For the Six Months Ended December 31, 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	\$54,882,922	92.03%	\$59,531,150	\$58,273,996	97.89%	(\$3,391,074)	(5.82%)
Sales and services of educational activities	1,628,991	1,847,765	113.43%	1,548,424	883,388	57.05%	964,377	109.17%
Budgeted fund balance E&G	18,230,261			10,902,911				
Auxiliary enterprises:								
Residence halls	13,442,300	13,819,834	102.81%	12,518,100	13,164,955	105.17%	654,879	4.97%
Bookstore	2,755,000	1,479,389	53.70%	3,585,500	1,486,937	41.47%	(7,548)	(0.51%)
Other auxiliaries	1,322,500	775,891	58.67%	1,766,180	584,174	33.08%	191,717	32.82%
Budgeted fund balance Aux.	1,984,000			3,793,400				
Other operating revenues	4,055,183	2,891,120	71.29%	4,134,449	3,190,119	77.16%	(298,999)	(9.37%)
Total operating revenues	103,052,235	75,696,921	73.45%	97,780,114	77,583,569	79.34%	(1,886,648)	(2.43%)
Operating expenses:								
Educational & general:								
Instruction	41,968,347	17,810,274	42.44%	38,664,406	15,352,838	39.71%	2,457,436	16.01%
Research	105,344	27,491	26.10%	338,541	56,271	16.62%	(28,780)	(51.15%)
Public service	1,306,230	592,348	45.35%	994,814	558,914	56.18%	33,434	5.98%
Library	2,285,115	1,003,904	43.93%	2,226,814	1,165,122	52.32%	(161,218)	(13.84%)
Academic support	4,433,866	1,635,416	36.88%	4,235,512	1,455,484	34.36%	179,932	12.36%
Student services	16,552,334	8,672,363	52.39%	14,519,153	6,060,492	41.74%	2,611,871	43.10%
Institutional support	13,979,804	7,425,061	53.11%	12,564,514	7,231,173	57.55%	193,888	2.68%
Operation and maintenance of plant	10,471,664	6,826,758	65.19%	9,370,803	6,140,975	65.53%	685,783	11.17%
Student aid	23,903,167	11,869,823	49.66%	24,207,280	11,825,434	48.85%	44,389	0.38%
Auxiliary enterprises:								
Residence halls	9,290,418	2,390,832	25.73%	6,374,516	1,658,438	26.02%	732,394	44.16%
Bookstore	2,324,327	1,321,184	56.84%	3,093,185	1,467,780	47.45%	(146,596)	(9.99%)
Other auxiliaries	1,531,412	819,924	53.54%	2,142,929	668,321	31.19%	151,603	22.68%
Total operating expenses	128,152,028	60,395,378	47.13%	118,732,467	53,641,242	45.18%	6,754,136	12.59%
Operating (loss) income	(25,099,793)	15,301,543	(60.96%)	(20,952,353)	23,942,327	(114.27%)	(8,640,784)	(36.09%)
Nonoperating revenues (expenses):								
State appropriations	43,324,900	23,828,700	55.00%	38,332,900	21,083,100	55.00%	2,745,600	13.02%
Other Grant Funds	217,952							
Investment income (net of investment expense)	45,000	(160,286)	(356.19%)	45,000	24,520	54.49%	(184,806)	(753.69%)
Budgeted contingency reserves	(8,107,000)			(8,406,431)				
Net nonoperating revenues	35,480,852	23,668,414	66.71%	29,971,469	21,107,620	70.43%	2,560,794	12.13%
Income before capital appropriations	10,381,059	38,969,957	375.39%	9,019,116	45,049,947	499.49%	(6,079,990)	(13.50%)
Capital appropriations	(10,381,059)	(1,143,978)	11.02%	(9,019,116)	(4,226,651)	46.86%	3,082,673	(72.93%)
Increase (decrease) in net position		\$37,825,979			\$40,823,296		(2,997,317)	(7.34%)

Morehead State University
Statements of Net Position
December 31, 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	\$66,192,523	\$45,515,196
Accounts, grants and loans receivable, net	40,685,629	42,614,976
Prepaid interest	114,023	114,023
Inventories	1,464,269	1,878,356
Other current assets	252,548	473,207
Total current assets	<u>108,708,992</u>	<u>90,595,758</u>
Noncurrent assets:		
Accounts, grants and loans receivable, net	2,273,987	2,564,655
Prepaid interest	684,136	798,158
Prepaid lease	2,955,911	3,098,284
Investments	14,261,528	13,966,320
Capital assets, net	231,383,792	243,075,710
Total noncurrent assets	<u>251,559,354</u>	<u>263,503,127</u>
Total assets	<u>360,268,346</u>	<u>354,098,885</u>
Deferred outflows of resources:		
Pensions	9,854,431	15,232,103
OPEB	3,550,955	2,847,718
Total deferred outflows of resources	<u>13,405,386</u>	<u>18,079,821</u>
Total assets and deferred outflows of resources	<u>\$373,673,732</u>	<u>\$372,178,706</u>
Liabilities, deferred inflows and net position		
Current liabilities:		
Accounts payable and accrued liabilities	\$8,949,797	\$9,229,135
Unearned revenue	2,501,352	1,533,436
Other current liabilities	404,965	1,010,729
Bonds and capital lease obligations, current portion	4,562,656	4,910,688
Total current liabilities	<u>16,418,770</u>	<u>16,683,988</u>
Long-term liabilities:		
Bonds and capital lease obligations, noncurrent portion	71,310,127	74,655,507
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	17,904,882	20,624,696
Total long-term liabilities	<u>184,234,431</u>	<u>200,758,556</u>
Total Liabilities	<u>200,653,201</u>	<u>217,442,544</u>
Deferred inflows of resources:		
Deferred bond reoffering premium	1,484,188	1,671,061
Pensions	38,149,723	72,715,166
OPEB	10,951,570	9,771,825
Total deferred inflows of resources	<u>50,585,481</u>	<u>84,158,052</u>
Net position		
Net investment in capital assets	154,824,980	162,750,635
Restricted:		
Expendable	8,127,352	6,065,113
Nonexpendable	11,703,939	11,633,467
Unrestricted	(52,221,221)	(109,871,105)
Total net position	<u>122,435,050</u>	<u>70,578,110</u>
Total liabilities, deferred inflows and net position	<u>373,673,732</u>	<u>372,178,706</u>

See Attached Notes To Statement of Net Position

Morehead State University
Notes to the Statements of Net Position
December 31, 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 \$20 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 \$1,252,661 at December 31, 2021 and \$1,760,200 at December 31, 2020. Also, included in this category is \$4.2 million in receivables from federal and state agencies at December 31, 2021 and \$4.0 million at December 31, 2020.
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 \$234,586,216 at December 31, 2021 and \$224,234,559 at December 31, 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 \$3.5 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 October 1, 2021 to December 31, 2021

	Opening Budget As of 10/1/2021	Adjustments	Amended Budget As of 12/31/2021
Operating revenues:			
Student tuition and fees	\$59,634,000	-	\$59,634,000
Sales and services of educational activities	1,593,067	35,924	1,628,991
Budgeted fund balance	18,230,261	-	18,230,261
Auxiliary enterprises:			-
Residence halls	13,442,300	-	13,442,300
Bookstore	3,205,000	(450,000)	2,755,000
Other auxiliaries	1,322,500	-	1,322,500
Auxiliaries budgeted fund balance	1,984,000	-	1,984,000
Other operating revenues	3,830,994	224,189	4,055,183
Total operating revenues	103,242,122	(189,887)	103,052,235
Operating expenses:			
Educational & general:			
Instruction	41,759,015	209,332	41,968,347
Research	105,344	-	105,344
Public service	1,302,495	3,735	1,306,230
Library	2,285,315	(200)	2,285,115
Academic support	4,443,803	(9,937)	4,433,866
Student services	16,403,525	148,809	16,552,334
Institutional support	13,749,464	230,340	13,979,804
Operation and maintenance of plant	10,070,788	400,876	10,471,664
Student aid	24,227,307	(324,140)	23,903,167
Auxiliary enterprises:			
Residence halls	9,123,230	167,188	9,290,418
Bookstore	2,774,327	(450,000)	2,324,327
Other auxiliaries	1,526,412	5,000	1,531,412
Total operating expenses	127,771,025	381,003	128,152,028
Operating loss	(24,528,903)	(570,890)	(25,099,793)
Nonoperating revenues (expenses):			
State appropriations	43,324,900	-	43,324,900
Other Grant Funds	(3,556,613)	3,774,565	217,952
Investment income (net of expense)	45,000	-	45,000
Budgeted contingency reserves	(8,107,000)	-	(8,107,000)
Net nonoperating revenues (expense)	31,706,287	3,774,565	35,480,852
Income (Loss) before capital appropriations	7,177,384	3,203,675	10,381,059
Capital appropriations	(7,177,384)	(3,203,675)	(10,381,059)

Morehead State University
Unrestricted Current Funds
Notes of Significant Budget Amendments
For the Period October 1, 2021 to December 31, 2021

1. Budget amendments from sales and services of educational activities included \$18,562 in Eagle Excellence Fund (EEF) support to athletic units.
2. Bookstore revenues and expenditures budget amendments resulted in a total reduction of \$450,000 in revenues offset with a \$450,000 reduction of expenditures.
3. Other operating revenue allocations were \$250,658 from the MSU Foundation, primarily for instruction and student services.
4. Notable transfers to instruction included one-time fund allocations comprised of \$97,474 to support faculty mini grants and \$18,575 to purchase ITV classroom equipment.
5. Academic support budget amendments included \$29,283 to instructional units for student employment and \$14,117 from instruction for Graduate Assistants.
6. Allocations to student services units of other operating revenue from the MSU Foundation totaled \$70,781 and \$50,000 from instruction for Graduate Assistants.
7. Institutional support amendments included one-time fund allocations of \$109,600 for the website redesign project; \$71,900 for server storage; and \$68,898 to fund Covid-19 Vaccination Challenge drawing winners.
8. Significant amendments for the operation and maintenance of plant included one-time fund allocations comprised of \$300,292 for E&G facility remodeling projects and \$91,700 to purchase four new vehicles for Facilities Management.
9. Allocations of one-time funds received as revenue in the prior fiscal year totaled \$1,290,394 to support multiple University initiatives.
10. The remaining balance of \$2,484,171 from one-time funds received as revenue in the prior fiscal year was reclassified to a carry forward account in capital appropriations.
11. Capital appropriations allocations during this quarter included \$679,320 for the purchase of property located on Second Street and University Street and \$36,216 of account carry forwards.

Morehead State University
Capital Outlay Status Report
Agency Funds
For the Period of October 1, 2021 to December 31, 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

**APPROVE 2022-2023
EMPLOYEE COMPENSATION PLAN**

**BOR (V-B-3)
March 31, 2022**

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:

Base Salary Increases:

- 1). All employees hired full-time on or prior to September 1, 2021, and continue to be employed full-time, shall receive a base salary increase of 3 % effective with their 2022-2023' University fiscal year employment period.
- 2). All employees hired full-time after September 1, 2021, and continue to be employed full-time, shall receive a 1% base salary increase effective with their 2022-2023' University fiscal year employment period.

Compensation Scales:

- 3). The MSU Staff Compensation Scale shall increase by 1% beginning July 1, 2022.
(Note: The scale guides initial, entry level hiring of staff employees.)
- 4). A base salary 'floor' for budgeting and hiring purposes shall be established for all full-time faculty ranks as follows:

Instructor - \$40,000
Visiting Assistant Professor - \$50,000
Assistant Professor - \$53,000
Associate Professor - \$57,000
Professor - \$63,000

The faculty salary increase shall be the greater of the base floor or the 1% / 3% base increase, respectively.

*All increases and the associated fringe benefits shall be paid to the extent allowed by the employee funding source. Restricted fund employees shall be subject to the availability of funds within the funding 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
BANKING SERVICES CONTRACT**

**BOR (V-B-4)
March 31, 2022**

Recommendation:

That the Board approve the option to renew the banking services contract with US Bank of Morehead as the depository for all funds collected for the period from July 1, 2022 to June 30, 2024.

Background:

The University is required by KRS Chapters 41 and 164A to designate a depository bank for all funds collected. The method for selecting the bank is set forth in the Kentucky Model Procurement Code, KRS Chapter 45A.

Using the guidelines for competitive bidding of contracts in KRS Chapter 45A, proposals for banking services were requested in February of 2017. On March 9, 2017 the Board approved to award the contract to US Bank for the period from July 1, 2017 through June 30, 2022 with options to renew the contract for five additional one-year periods.

The services rendered by US Bank from July 1, 2017 through June 30, 2022 were satisfactory and in compliance with the terms of the contract. The contract allows the option to renew for five additional one-year periods.

APPROVE DELEGATION OF OPTIONAL RETIREMENT PLAN

**BOR (V-B-5)
March 31, 2022**

Recommendation:

That the Board delegate authority and responsibility to the President for the selection of the University Optional Retirement Plan (ORP) providers; the creation, execution, and amendment of a Retirement Plan Investment Policy Statement; authority to add and remove investment “fund” choices for the Plan; and authorize the President to create and appoint a Retirement Plan Committee.

It is recommended that the Board delegate to the President the authority to create and appoint a Retirement Plan Committee to (1) develop a Retirement Plan Investment Policy Statement to provide meaningful direction for the ORP fiduciaries and designated Investment Consultant/Advisor in the management of Plan investment options; (2) make recommendations related to the plan providers; and (3) make recommendations related to the investment menu offered under the ORP.

Due to the specificity of retirement plans, the following Committee structure is recommended, who shall make their recommendations to the President:

- Vice President for Fiscal Services/CFO (Convener)
- Director of Human Resources
- One staff member who holds a Juris Doctor (J.D.) (3 Year Term)
- One staff member from Accounting & Financial Services who works with plans or financial analysis of plans (3 Year Term)
- Two faculty members who hold either a Doctorate in Finance or Accounting (3 Year Term)

*In populating the Committee membership of staff and faculty representatives, the President may confer with campus constituency leaders for a list of possible names.

It is also recommended that the President be authorized to utilize the recommendations of the committee and/or consultant(s) to facilitate the execution of and/or amend the Retirement Plan Investment Policy Statement, make changes to the number and make-up of plan providers as well as changes to the investment menu offered under the ORP.

Background:

KRS Chapter 161.567 authorizes an optional retirement plan (ORP) for employees who are eligible for membership in the Kentucky Teachers’ Retirement System. This statute also requires the Board of Regents to select two (2) to four (4) companies from which to purchase contracts under the optional retirement plan.

*Note/Disclaimer: The University does not manage individual employee ORP retirement accounts, rather the University is only involved with establishing investment policy statements, selecting plan providers, and plan/menu design. Each individual employee makes their own investment choices and manages their account(s) in accordance with their individual needs and individual selections of investments.

**APPROVE DEMOLITION OF
RESIDENTIAL STRUCTURE**

**BOR (V-B-6)
March 31, 2022**

Recommendation:

That the Board approve the demolition of a single-family residential structure located at 250 Martindale Drive, Morehead, Kentucky 40391.

Background:

The structure is approximately 2,700 gross square foot and in poor condition. After demolition of the structure and associated site features, the site will be graded out to drain and sowed with grass to create green space. This location could be a site for future parking when funds become available.

Statutory Authority:

KRS 164A.575 (7) provides that the governing board shall sell or otherwise dispose of all real or personal property of the institution that is not needed for the institution's use, or would be more suitable consistent with the public interest for some other use, as determined by the board. The determination of the board shall be set forth in an order, and shall be reached only after review of a written request by the institution desiring to dispose of the property. Such request shall describe the property and state the reasons why the institution believes disposal shall be effected.

Written Request to Demolish a Residential Structure:

A written request to demolish a residential structure located at 250 Martindale Drive is hereby submitted for approval.

ORDER TO DEMOLISH A STRUCTURE

WHEREAS, upon the recommendation of the President on March 31, 2022, the Board of Regents has reviewed the Written Request to Demolish a Residential Structure located at 250 Martindale Drive on the main campus in Morehead, Rowan County, Kentucky, and

WHEREAS, the President of Morehead State University declares that the referenced structure has become of no beneficial use to the University, and

WHEREAS, the demolition of the structure referenced above is consistent with the University's Campus Master Plan adopted by the Board, and is in the best interest of the University and the Commonwealth of Kentucky.

BE IT RESOLVED, that the President is authorized to proceed with the demolition of a residential structure located in Rowan County, Kentucky.

RECOMMENDED:

Joseph A. Morgan, President

Date

APPROVED:

Eric Howard, Chair
MSU Board of Regents

Date



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.