

MOREHEAD STATE UNIVERSITY

QUARTERLY MEETING

December 1, 2022
Adron Doran University Center
(ADUC) Room 329

10:30 a.m. Quarterly Board Meeting



MOREHEAD STATE UNIVERSITY

QUARTERLY MEETING

December 1, 2022 at 10:30 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
Adam Hinton
Debbie H. Long
Chloe Marstiller
Wayne Martin
Dr. Joel Pace
Craig Preece
Laura Russell
Arthur Walker, III

Dr. Joseph A. (Jay) Morgan, President

BOARD OF REGENTS MEETING
MOREHEAD STATE UNIVERSITY
Adron Doran University Center (ADUC), Room 329
Thursday, December 1, 2022
9:30 a.m. – Light Refreshments Available
10:00 a.m. Audit Committee Meeting
10:30 a.m. - Quarterly Board Meeting
Lunch

AGENDA

AUDIT COMMITTEE MEETING – 10:00 a.m.

Members: Sanford Holbrook, Wayne Martin, Adam Hinton, Laura Russell, and Arthur Walker.

*All Board Members are invited to attend the audit committee meeting.

QUARTERLY BOARD MEETING – 10:30 a.m.

- I. CALL TO ORDER
- II. ROLL CALL
- III. ELECTION OF BOARD SECRETARY
- IV. ALMA MATER STUDENT PERFORMANCE
- V. PRESIDENT’S RECOMMENDATIONS AND REPORTS

A. Consent Agenda (Action)

| | |
|---|----|
| 1. Approve Minutes of August 4, 2022 Board Meeting | 3 |
| 2. Ratify Fall 2022 Graduates | 10 |
| 3. Ratify Personnel Actions | 11 |
| 4. Adopt Police Manual Updates | 23 |
| 5. Approve Asset Preservation Projects..... | 50 |
| 6. Approve State Endowment Matches For Endowed Scholarships and Professorship..... | 51 |
| 7. Approve Facility Name..... | 52 |
| 8. Approve Housing Deposit..... | 53 |

B. Recommendations (Action)

| | |
|---|----|
| 1. Accept 2021-2022 Audit Report | 54 |
| 2. Ratify 2021-2022 Amended Operating Budget | 55 |
| 3. Accept First Quarter Financial Report and Ratify Amended Operating Budget | 60 |
| 4. Approve Increase In Scope of Alumni Tower Ground Floor Renovation..... | 65 |
| 5. Approve Increase In Scope on Modernization/Renovation of Cooper Hall..... | 66 |
| 6. Resolution for Jane V. Fitzpatrick..... | 67 |

C. Reports

1. Report on Personal Service Contracts, Mary Fister-Tucker

D. President's Report

VI. EXECUTIVE SESSION

The Closed session is called pursuant to KRS 61.810(1)(f) discussions which might lead to the appointments, discipline, or dismissal of an individual employee. The Board of Regents will take no action while in Closed Executive Session and any action taken, if any, will occur after return to open session.

VII. ADJOURNMENT

LUNCH

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

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

CALL TO ORDER

The Board of Regents of Morehead State University met on Thursday, August 4, 2022 at 9:30 a.m. in Room 329 of the Adron Doran University Center on the campus of Morehead State University.

Chair Howard called the meeting to order.

ROLL CALL

Chair Howard recognized Jane Fitzpatrick to call the roll. The following regents were present: Chair Eric Howard, Vice Chair Sanford Holbrook, Dr. Annie Adams, Adam Hinton, Debbie Long, Chloe Marstiller, Dr. Joel Pace, Craig Preece, Laura Russell and Arthur Walker, III. Regent Wayne Martin was absent from the meeting.

**OATH OF OFFICE
TO NEW
REGENTS**

Chair Howard recognized President Jay Morgan for the oath of office to new regents. President Morgan invited Judge David Barber to administer the oath. The new regents, Laura Russell and Student Regent Chloe Marstiller, along with reappointed regent Craig Preece, were sworn in. President Morgan recognized Judge Barber's wife, Paula Richardson, who is an MSU alumna. Ms. Richardson noted she had many other family members who had graduated from MSU.

**ELECTION AND
APPOINTMENT
OF NEW BOARD
OFFICERS**

Chair Howard opened the floor for nominations for officers of the board of regents.

MOTION: Regent Arthur Walker moved that Eric Howard be nominated for Board Chair, Sanford Holbrook be nominated for Vice Chair, Jane Fitzpatrick be nominated for Board Secretary and Mary Fister-Tucker be appointed as Treasurer. Regent Debbie Long seconded the motion. Regent Adam Hinton spoke in favor of the motion. No other nominations were made.

VOTE: The vote passed unanimously.

**FACULTY, STAFF,
AND STUDENT
RECOGNITION**

Chair Howard recognized President Morgan for faculty, staff and student recognition. President Morgan recognized Dr. Kouroush Jenab, Assistant Professor of Engineering Technology, and noted his work in student recruitment and successful grant work. Regent Adams added that Dr. Jenab has also been active on Faculty Senate.

President Morgan recognized Jane Fitzpatrick, General Counsel, for the staff recognition. Dr. Fitzpatrick began working for Morehead State in 2001, following many years in private practice. As she is retiring in the Fall, President Morgan asked if she would like to make a few remarks. She noted that she planned to travel to see her children, and noted that her husband is an alumnus of MSU. She also commended the university in the hiring of her replacement, incoming General Counsel Jessica Stigall.

President Morgan recognized Zachary Holbrook for the student recognition. Holbrook is a Senior Biomedical Sciences major from Perry County, KY. Holbrook has been commended for his good work as a Resident Advisor for the university.

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

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

1. Approve Minutes of June 16, 2022 Quarterly Board Meeting
2. Ratify Approval of Summer Degree Recipients
3. Ratify Personnel Actions
4. Approve Softball Coaching Contract
5. Approve Tenure for Academic Administrators
6. Approve Revisions to Student Code of Conduct
7. Approve Revisions to Police Emergency Operations Procedures Manual
8. Approve OVC Governing Board Certification

President Morgan briefly commented on the items and recommended their approval.

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

VOTE: The Motion carried unanimously.

*Approve Asset
Preservation Projects*

THE PRESIDENT RECOMMENDED: that the Board of Regents approve the asset preservation projects.

*Campus Communications
Infrastructure Upgrade*

On June 17, 2021 the Board of Regents approved the 2021-2022 Budget Adoption Resolution which requires all capital construction projects of \$1,000,000 or greater to have prior approval of the Board of Regents and be contained in the Biennial Legislative Appropriations Act in accordance with KRS 45.750. During the 2022-2024 Biennial the University received approval for \$20,253,000 to be utilized for Asset Preservation Pool Projects in the 2022-2023 fiscal year with \$17,611,000 provided from Bonds to be issued by the Commonwealth of Kentucky and \$2,642,000 to be matched by the University. The Biennial Budget also provided bonding authorization for the University's required match.

It is recommended that \$2,750,000 of the Asset Preservation Pool authorization be utilized in the 2022-2023 fiscal year to support the Campus Communications Infrastructure Upgrade. The Commonwealth will provide \$2,391,304 with the remaining \$358,696 being funded by the University.

In 2016 the University completed an upgrade of the wireless network which included the purchase of devices necessary for wi-fi connectivity within campus buildings. The equipment purchased as part of the 2016 upgrade will reach the end of their support by the manufacturer on September 30, 2023. Without support, the outdated equipment increase vulnerability related to wireless network security and places the University at risk for operability failures. This Campus Communications project will replace the infrastructure and equipment which make up the wireless communication network on campus to the latest technology allowing the University to keep up with the increased network demand expected from our students and faculty.

President Morgan called on Rick Phillips, Interim Chief Information Officer, who further explained the wi-fi upgrades that would take place across campus under the scope of this project. Wi-fi technology upgrades were needed in several buildings. This infrastructure improvement would take about one year to complete, with over 1400 wi-fi devices to be replaced as part of this project. The majority of the work for this project will occur in the Spring term and over the summer of 2023. There was a question if the University Farm was included in this project, and it is not.

MOTION: Vice Chair Holbrook moved that the Board accept the President's recommendation regarding the campus communication infrastructure upgrade. Regent Adams seconded the Motion.

VOTE: The Motion carried unanimously.

*Capital Pool Projects:
Mignon Tower roof,
Alumni Tower exterior
steps, Water Sediment
Basin Design*

Additional project pool items presented at this meeting include replacement of the roof for Mignon Tower, exterior steps work for Alumni Tower, and the water sediment basin design project. The cost scope for these items is \$500,000 for the Mignon Tower roof project, \$86,000 for the exterior stair work for Alumni Tower, and \$113, 040 for the water sediment basin design.

MOTION: Regent Walker moved that the Board accept the President's recommendation regarding the capital pool projects. Vice Chair Holbrook seconded the Motion.

VOTE: The Motion carried unanimously.

**REPORTS AND
PRESENTATIONS**

*Discussion of Personal
Service Contracts*

President Morgan noted the reports provided to the Regents regarding personal service contracts.

Annual Real Estate Leases

President Morgan noted the annual real estate leases report, and commented on the valued partnerships the university maintains for its regional campuses at Ashland, Mt. Sterling and Prestonsburg.

*Employee Healthcare Plan
Report*

Ms. Mary Fister-Tucker provided a presentation on University Employee Healthcare Plan. She provided a recap of the work that had been done to date, including the 2021 partnership with Gallagher to provide brokerage services for the benefit plan. She noted that all full time employees had received a survey, with 320 employees responding. Plan options had been benchmarked with peer institutions to identify benefit positives and benefit gaps. In 2022, the university added a voluntary vision plan and voluntary short-term and long-term disability plans. Further, the university extended rate guarantees with Delta Dental and implemented an enhanced plan at no cost. The university continued to self-insure, with no increase to employee premiums, and the university continued its partnership with The Kentucky Rx coalition. A glucose monitoring benefit had been added to the Rx Formulary. In 2023, there would be no increase to university employees for their medical plan premiums. This marks the second year in a row that employees have not had an increase. Furthermore, the wellness program would be expanding to include wellbeing and behavior stress management. The university would be reviewing ways to streamline benefits administration and the enrollment process. Thus far, the partnership with Gallagher had provided rate guarantees with Anthem, Delta, the university's life insurance partner, and AFLAC.

*Employee Health Insurance
Plan Report, continued*

A demonstration of current monthly premiums was provided to the Board for review. In 2022, employees paid 21% of the total cost, with the university paying 79%. In 2023, employees would pay 19.9% of the cost, with the university paying 80.1%. The university administration was working hard to keep costs for employees down in inflationary times.

Regent Long asked the total cost of the university's health plan. The university's cost was around \$6 million dollars, and the employee cost was around 1.7 million dollars. Around 650 employees participate in the health insurance plan, but if they opt out, they do not receive the cost of the plan in compensation.

President Morgan commended the work of Fiscal and Administrative Services, Dr. Caroline Atkins, director of Human Resources, and the Employee Benefit Committee for their good work.

Regent Walker asked about participation in the wellness program. Regent Adams asked about how the plan operated for married couples. Mary Fister-Tucker explained how the calculations for married couples were done. Dr. Atkins explained that employees who do not participate in the health insurance plan may still participate in the wellness program. Regent Hinton asked about wellness program participation rates and how many non-employees participated.

**PRESIDENT'S
REPORT**

Chair Howard recognized President Morgan for his report. President Morgan stated that on August 4, 1922, one hundred years ago from the date of the current Board of Regents meeting, the State Normal School Committee visited Morehead, and provided the Board with an article from a Mt. Sterling newspaper reporting on the visit.

*Centennial events planned
for Homecoming*

President Morgan then commented on the commemoration events for the 100th anniversary of MSU as a state institution, and the 135th anniversary of the institution's existence. He recognized Mr. Rick Hesterberg, Vice President for University Advancement. President Morgan noted that there would be additional celebrations throughout the academic year recognizing these historical milestones and a presentation about scholarships in the October Board meeting.

Grants and Contracts

President Morgan then discussed the five-year trends in external grants and contracts, noting the positive trends. For Fiscal Year 2021-2022, \$15,391,315 was expected, with \$12,332,317 received and \$3,058,998 pending to book. He noted that these figures did not include federal stimulus dollars.

2022-2023 University Goals

The 2022-2023 initiatives are as follows:

- Centennial/135th Anniversary celebrations
- Emphasis on recruitment after Covid-19
- Working to rebuild retention after Covid-19
- Development of new STEM+H programs
- Enhancing the online student experience
- Transfer Student Support/Alignment
- Establishment of Endowed Professorships
- Fundraising for Scholarships
- Branding/Website Revisions/Rankings
- Development of a Sophomore Year Experience, building on the First Year Experience program
- Enhanced/expanded work on the Quality Enhancement Plan
- Asset Preservation initiatives would continue
- Employee Compensation

Chair Howard asked if there were any questions from the Board about the President's Report. Regent Adams asked about the enhancements for online students. President Morgan recognized Provost Antony Norman to speak to this question. Provost Norman noted that there were several reviews taking place regarding ADA compliance in online courses, and that the university was working to be proactive in these matters and not reactive. Regent Adams asked about use of additional online platforms such as Google Classroom, and Microsoft platforms for online learning. Provost Norman noted that the current focus was on utilizing Blackboard and its capabilities.

**RESOLUTION FOR
OUTGOING REGENT
TERRI WALTERS**

Chair Howard recognized President Morgan to present the resolution of commendation for outgoing regent Terri Walters. President Morgan recognized Dr. Christopher Beckham, who works in the Office of the President for Special Projects and Strategic Initiatives, to read the resolution honoring outgoing Regent Walters. The resolution was read and it was noted that President Morgan will present the framed resolution to Ms. Walters at a later date.

**CLOSED
EXECUTIVE
SESSION**

Chair Howard asked that the Board to go into closed executive session pursuant to KRS 61.810 to discuss matters relating to the future acquisition of real property where publicity would be likely to affect the value of a specific piece of property to be acquired and to discuss matters relating to proposed or pending litigation against or on behalf of the University. Chair Howard stated that the Board would take no action while in closed executive session. Regent Walker moved that the Board go into closed executive session and Vice Chair Holbrook seconded the Motion. The Motion carried unanimously.

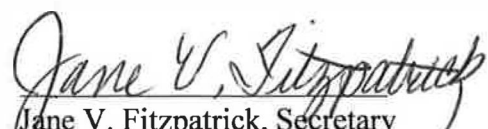
The Board retired to closed executive session, inviting Mr. Kim Oatman, General Counsel Ms. Jane Fitzpatrick, and incoming General Counsel Ms. Jessica Stigall to join them.

Following closed executive session, Vice Chair Holbrook moved that the Board return to open session. Regent Long seconded the Motion and the Motion carried unanimously. Chair Howard stated that no action was taken during closed executive session.

ADJOURNMENT

Chair Howard expressed his thanks to the Board of Regents for electing him to another term as Chair.

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


Jane V. Fitzpatrick, Secretary
Board of Regents

RATIFY FALL GRADUATES

**BOR V-A-2
December 1, 2022**

Recommendation:

That the Board of Regents, upon recommendation of the President, approve the awarding of degrees to the candidates who successfully completed all degree requirements as approved by the faculty of the University.

Background:

The following degrees were awarded from Morehead State University (includes both Fall and Winter degree candidates): 30 associate degrees, 377 bachelor degrees, 76 master degrees, 8 education specialist degrees, and 3 doctoral degrees.

RATIFY PERSONNEL ACTIONS

**BOR V-A-3
December 1, 2022**

Recommendation:

That the Board of Regents, upon recommendation of the President, ratify the Personnel Actions processed from July 1, 2022 through September 30, 2022.

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 September 30, 2022

- 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 July - September 2022

| Department/Office | Name | Effective Date | Ending Date | Title | Contract Months | Salary | Employment Status | Employment Action |
|---|------------------------|----------------|-------------|---|-----------------|---------------|-------------------------------|-------------------|
| New Hires | | | | | | | | |
| Craft Academy | Adams, Nick | 8/16/2022 | 6/30/2023 | Associate Director, Craft Academy | 12 | \$ 85,000.00 | Full-Time Fixed, Probationary | New Hire |
| Agricultural Sciences | Andries, Kenneth | 7/18/2022 | | Chair, AG Sciences | 12 | \$ 106,000.00 | Full-Time Standing | New Hire |
| School of Business Administration | Barber, David | 8/8/2022 | 5/15/2023 | Instructor, Management | 9 | \$ 48,237.00 | Full-Time Fixed | New Hire |
| UG Education & Student Success, Off of Assoc Provost | Besant, Donna | 7/18/2022 | 6/30/2023 | Administrative Assistant to Associate Provost | 12 | \$ 17.09 | Full-Time Fixed, Probationary | New Hire |
| Adult Education Academy | Bowman, James | 7/18/2022 | 6/30/2023 | Associate Director, Mathematics and Instructional Te | 12 | \$ 46,000.00 | Full-Time Fixed, Probationary | New Hire |
| Agricultural Sciences | Campbell, Shelby | 7/5/2022 | 6/30/2023 | Clinician Agric Sciences & Lecturer (Univ. Lab Farm) | 12 | \$ 29,480.00 | Full-Time Fixed, Probationary | New Hire |
| Enrollment Services | Campos Sanchez, Johana | 9/1/2022 | 6/30/2022 | Enrollment Services Counselor | 12 | \$ 37,039.00 | Full-Time Fixed, Probationary | New Hire |
| Talent Search Programs | Chaffin, Kady | 8/1/2022 | 6/30/2023 | TRIO Online Communication Specialist | 12 | \$ 15.12 | Full-Time Fixed, Probationary | New Hire |
| Recreation & Wellness | Cheek, Nathaniel | 7/18/2022 | 6/30/2023 | Intramural, Club Sport, and Camp Coordinator | 12 | \$ 35,924.00 | Full-Time Fixed, Probationary | New Hire |
| Carl D. Perkins Vocational Training Center | Clevenger, Katherine | 9/16/2022 | 6/30/2023 | Mental Health Counselor (CDPVTC) | 12 | \$ 50,000.00 | Full-Time Fixed, Probationary | New Hire |
| Information Technology | Collett, Chad | 8/17/2022 | 6/30/2023 | Senior Systems Administrator | 12 | \$ 55,945.00 | Full-Time Fixed, Probationary | New Hire |
| Counseling & Health Services | Conway, Teresa | 8/1/2022 | 6/30/2023 | Mental Health Counselor | 12 | \$ 45,133.00 | Full-Time Fixed, Probationary | New Hire |
| Music, Theatre & Dance | Croushore, Justin | 8/8/2022 | 5/17/2023 | VAP Music (trombone) | 9 | \$ 50,000.00 | Full-Time Fixed | New Hire |
| Mathematics | Cyrus, Vivian | 8/8/2022 | 5/16/2023 | VAP, Mathematics | 9 | \$ 65,722.00 | Full-Time Fixed | New Hire |
| Craft Academy | Dean, Rebekah | 8/16/2022 | 6/30/2023 | Academic Department Specialist (Craft) | 12 | \$ 13.81 | Full-Time Fixed, Probationary | New Hire |
| Agricultural Sciences | DePedro, Pedro | 8/1/2022 | | Assistant Professor, Veterinary Science | 12 | \$ 95,000.00 | Full-Time Standing | New Hire |
| Early Childhood, | Greene, Amy | 8/15/2022 | 5/16/2023 | Instructor, Education | 9 | \$ 40,000.00 | Full-Time Fixed | New Hire |
| Camden Carroll Library | Gregory, Anna | 8/1/2022 | 6/30/2023 | Library Specialist I (Research Services) (B) | 12 | \$ 11.24 | Full-Time Fixed, Probationary | New Hire |
| Softball | Griffith, Megan | 7/18/2022 | 6/30/2023 | Head Women's Softball Coach | 12 | \$ 55,723.00 | Full-Time Fixed, Probationary | New Hire |
| International Student Services | Haddix, Erica | 8/8/2022 | 6/30/2023 | International Student Services Director/SEVIS | 12 | \$ 39,727.00 | Full-Time Fixed, Probationary | New Hire |
| Enrollment Services | Hammonds, Gabriel | 9/1/2022 | 6/30/2023 | Enrollment Services Counselor | 12 | \$ 37,039.00 | Full-Time Fixed, Probationary | New Hire |
| Talent Search Programs | Harvey, Katelyn | 9/1/2022 | 6/30/2022 | TRIO Academic Coordinator | 12 | \$ 35,924.00 | Full-Time Fixed, Probationary | New Hire |
| Retired Senior Volunteer Program | Hyden, Allison | 8/1/2022 | 5/31/2023 | Senior Medicare Patrol Coordinator | 12 | \$ 17.09 | Full-Time Fixed, Probationary | New Hire |
| Retention Program | Lausier, Teddy | 8/16/2022 | 6/30/2023 | Degree Completion Coach/Lecturer | 12 | \$ 33,320.00 | Full-Time Fixed, Probationary | New Hire |
| KY Center for Traditional Music | Lewis, Daxson | 8/10/2022 | 6/30/2023 | Instructor of Traditional Music/Director, Kentucky Ce | 12 | \$ 55,000.00 | Full-Time Fixed | New Hire |
| School of Business Administration | Madupu, Vivekananda | 8/8/2022 | | Assistant Professor, Marketing | 9 | \$ 96,000.00 | Full-Time Standing | New Hire |
| Facilities Management | Martinez, Jana | 9/1/2022 | 6/30/2023 | Work Control Center Support Specialist | 12 | \$ 12.50 | Full-Time Fixed, Probationary | New Hire |
| Student Activities Off. Of | Maynard, Amanda | 8/1/2022 | 6/30/2023 | Coordinator, Fraternity and Sorority Life | 12 | \$ 35,924.00 | Full-Time Fixed, Probationary | New Hire |
| Music, Theatre & Dance | Morris, Benjamin | 8/12/2022 | 5/16/2023 | Visiting Assistant Professor, Music (Saxophone) | 9 | \$ 50,000.00 | Full-Time Fixed | New Hire |
| Enrollment Services | Neal, Heidi | 8/1/2022 | 6/30/2023 | AVP Enrollment Management | 12 | \$ 93,000.00 | Full-Time Fixed, Probationary | New Hire |
| Nursing | Otis, Misty | 9/1/2022 | 6/30/2023 | Academic Department Specialist 2 (NURS) | 12 | \$ 13.81 | Full-Time Fixed, Probationary | New Hire |
| Psychology | Patton, Donald | 8/8/2022 | 5/17/2023 | Instructor, Psychology | 9 | \$ 40,000.00 | Full-Time Fixed | New Hire |
| Engineering & Technology Management | Paul, Anindita | 8/8/2022 | | Assistant Professor, Engineering & Technology Manag | 9 | \$ 71,494.00 | Full-Time Standing | New Hire |
| Distance Education & Instructional Design | Prichard, Bridget | 9/1/2022 | 6/30/2023 | Instructional Designer | 12 | \$ 50,540.00 | Full-Time Fixed, Probationary | New Hire |
| Engineering & Technology Management | Ray, Tathagata | 8/8/2022 | | Assistant Professor, Construction & Civil Engineering | 9 | \$ 68,000.00 | Full-Time Standing | New Hire |
| Alumni Relations & Development | Rayburn, Alexandria | 9/1/2022 | 6/30/2023 | Coordinator, Digital Engagement and Annual Giving | 12 | \$ 40,000.00 | Full-Time Fixed, Probationary | New Hire |
| QEP-Service Learning | Sexton, Andrew | 7/18/2022 | 6/30/2023 | Coordinator of Service Learning/Lecturer | 12 | \$ 35,924.00 | Full-Time Fixed, Probationary | New Hire |
| Alumni Relations & Development | Shields, Kelsey | 9/16/2022 | 6/30/2023 | Coordinator, MSU Foundation Scholarship & Steward | 12 | \$ 42,000.00 | Full-Time Fixed, Probationary | New Hire |
| Power Plant | Sloan, Austin | 7/18/2022 | 6/30/2023 | Heat & Water Plant Operator Trainee | 12 | \$ 11.24 | Full-Time Fixed, Probationary | New Hire |
| History, Philosophy, Politics, Global Studies & Legal Studies | Southgate, Virginia | 8/8/2022 | 5/16/2023 | VAP, Legal Studies | 9 | \$ 56,000.00 | Full-Time Fixed | New Hire |
| Nursing | Spurlock, Mary "Liz" | 8/8/2022 | 5/12/2023 | Instructor Nursing | 9 | \$ 50,000.00 | Full-Time Fixed, Probationary | New Hire |
| Community & Government Relations | Stigall, Jessica | 8/16/2022 | 6/30/2023 | General Counsel | 12 | \$ 125,000.00 | Full-Time Fixed, Probationary | New Hire |
| Carl D. Perkins Vocational Training Center | Thompson, Ronald | 9/1/2022 | 6/30/2023 | Vocational Program Instructor - CDPVTC | 12 | \$ 40,000.00 | Full-Time Fixed, Probationary | New Hire |
| Physics, Earth Science & Space Systems Engineering | Waite, John | 8/16/2022 | | Assistant Professor, Physics | 9 | \$ 53,000.00 | Full-Time Standing | New Hire |

Full-Time PAR Report July - September 2022

| Department/Office | Name | Effective Date | Ending Date | Title | Contract Months | Salary | Employment Status | Employment Action |
|---|---------------------------|----------------|-------------|--|-----------------|---------------|----------------------------------|--------------------------------------|
| <u>New Hires (continued)</u> | | | | | | | | |
| Sociology, Social Work & Criminology | Weaver, Richard | 8/8/2022 | | Assistant Professor, Social Work | 9 | \$ 54,000.00 | Full-Time Standing | New Hire |
| Information Technology | Whitaker, Patricia | 7/1/2022 | 6/30/2023 | Network Specialist | 12 | \$ 59,000.00 | Full-Time Fixed, Probationary | New Hire |
| Enrollment Services | Williams, Chelsey | 9/16/2022 | 6/30/2023 | Enrollment Services Counselor | 12 | \$ 37,079.00 | Full-Time Fixed, Probationary | New Hire |
| Information Technology | Williams, Marc | 7/1/2022 | 6/30/2023 | Sr. Network Engineer | 12 | \$ 46.15 | Full-Time Fixed, Probationary | New Hire |
| Upward Bound Programs | Wilson, Cheyenne | 9/1/2022 | 8/31/2023 | TRIO Office Manager (UBPR) | 12 | \$ 17.09 | Full-Time Fixed, Probationary | New Hire |
| Softball | Ybarra, Desiree | 9/1/2022 | 6/30/2023 | Assistant Softball Coach | 12 | \$ 30,900.00 | Full-Time Fixed, Probationary | New Hire |
| <u>Title Change</u> | | | | | | | | |
| Music, Theatre & Dance | Baker, Julie | 08/08/2022 | 05/16/2023 | Visiting Assistant Professor, Music (Flute) | 9 | \$ 50,000.00 | Full-Time Fixed | Title Change |
| Information Technology | Chandler, Clifford | 08/01/2022 | 06/30/2023 | Senior Information Technology Specialist | 12 | \$ 20.37 | Full-Time Fixed, Probationary | Title Change |
| Planning Performance & Effectiveness | Hargett, Kathy | 08/01/2022 | | Testing Specialist Administrative Assistant | 12 | \$ 18.41 | Full-Time Standing | Title Change |
| Craft Academy Student Services | Kester, Sydney | 07/01/2022 | 06/30/2023 | Admissions, Public Relations and Recruitment Coordi | 12 | \$ 40,514.00 | Full-Time Fixed | Title Change/Annual Increase/Renewal |
| Information Technology | Lacy, Robert | 08/01/2022 | | Senior Information Technology Specialist | 12 | \$ 27.81 | Full-Time Standing | Title Change |
| Craft Academy | Manns, Teddi | 07/01/2022 | 06/30/2022 | Residence Life Coordinator | 12 | \$ 36,635.00 | Full-Time Fixed, Probationary | Title Change/Annual Increase/Renewal |
| Facilities Management | Oatman, Kim | 07/01/2022 | | Chief Facilities and Operations Officer | 12 | \$ 127,823.00 | Full-Time Standing | Title Change/Annual Increase |
| Information Technology | Sloan, Timmy | 08/01/2022 | | Senior Information Technology Specialist | 12 | \$ 27.54 | Full-Time Standing | Title Change |
| Information Technology | Staton, Ed | 08/01/2022 | | Senior Information Technology Specialist | 12 | \$ 27.81 | Full-Time Standing | Title Change |
| KY Center for Traditional Music | Wells, Jesse | 07/01/2022 | 06/30/2022 | Music Archivist/Lecturer of Music | 10 | \$ 37,959.00 | Full-Time Fixed | Title Change/Annual Increase/Renewal |
| <u>Transfer</u> | | | | | | | | |
| Craft Academy Student Services | Adams, Shalyn | 9/16/2022 | 5/31/2023 | Guidance Counselor (CASS) | 10 | \$ 35,924.00 | Full-Time Fixed, Probationary | Transfer |
| History, Philosophy, Politics, Global Studies & Legal Studies | Davidson, Scott | 7/1/2022 | | Professor, Philosophy | 9 | \$ 80,161.00 | Full-Time Standing | Transfer |
| English | Prewitt, Christopher | 8/8/2022 | 5/17/2023 | Instructor, English | 12 | \$ 40,000.00 | Full-Time Fixed | Transfer |
| Research & Sponsored Programs | Ross, Debbie | 9/16/2022 | 6/30/2023 | Coordinator, Programs & Initiatives | 12 | \$ 15.12 | Full-Time Fixed, Probationary | Transfer |
| <u>Salary Adjustment</u> | | | | | | | | |
| Mathematics | Blankenship, Robin | 09/01/2022 | | Associate Professor, Mathematics | 9 | \$ 60,000.00 | Full-Time Standing | Salary Adjustment |
| Registrar | Hughes, Karla | 07/01/2022 | | Assistant Registrar Transfer Articulation and Student | 12 | \$ 46,327.00 | Full-Time Standing | Salary Adjustment |
| Regional Education & Outreach, Off. of | Reynolds, Sharon | 07/01/2022 | 06/30/2023 | Director, Today's Youth | 12 | \$ 56,212.00 | Full-Time Fixed | Salary Adjustment |
| Engineering & Technology Management | Salinas-Hernandez, Andres | 07/01/2022 | 06/30/2023 | Research Associate | 12 | \$ 41,200.00 | Full-Time Fixed | Salary Adjustment |
| Registrar | Whitt, Rachel | 07/01/2022 | | Assistant Registrar for Graduation and Student Servic | 12 | \$ 45,934.00 | Full-Time Standing | Salary Adjustment |
| <u>Reassignments</u> | | | | | | | | |
| Human Resources | Atkins, Caroline | 7/1/2022 | 6/30/2023 | Director, Human Resources | 12 | \$ 103,835.00 | Full-Time Fixed | Reassignment |
| Accounting & Financial Services | Besselman, Scott | 7/1/2022 | | Accountant (Grants & Contracts) | 12 | \$ 17.09 | Full-Time Standing, Probationary | Reassignment/Annual Increase |
| Craft Academy Student Services | Davis, Kathryn | 7/1/2022 | 6/30/2023 | Assistant Director, Academic Services (Craft Academy | 12 | \$ 61,800.00 | Full-Time Fixed, Probationary | Reassignment/Annual Increase |
| Enrollment Services | Rhodes, Timothy | 8/1/2022 | 12/31/2022 | Special Assistant to the Vice President for Enrollment | 12 | \$ 46,780.85 | Full-Time Fixed | Reassignment |
| Enrollment Services | Schadle, Gabriel | 9/1/2022 | | Associate Director, Admissions/External Operations | 12 | \$ 52,184.00 | Full-Time Standing | Reassignment |
| Career & Technical Education | Stubbs, Joyce | 7/1/2022 | | Associate Professor, Career and Technical Education | 9 | \$ 63,200.00 | Full-Time Standing | Reassignment |
| Alumni Relations & Development | Toy, Leslee | 8/1/2022 | 6/30/2023 | Alumni and Donor Experience Officer | 12 | \$ 39,727.00 | Full-Time Fixed, Probationary | Reassignment |
| Accounting & Financial Services | White, Patty | 7/1/2022 | | Student Billing Specialist | 12 | \$ 15.56 | Full-Time Standing | Reassignment |

Full-Time PAR Report July - September 2022

| Department/Office | Name | Effective Date | Ending Date | Title | Contract Months | Salary | Employment Status | Employment Action |
|---|---------------------------|----------------|-------------|--|-----------------|---------------|----------------------------------|-------------------|
| Promotions | | | | | | | | |
| Talent Search Programs | Bryant, Summer | 9/16/2022 | 8/31/2023 | Director, Talent Search Programs | 12 | \$ 53,697.00 | Full-Time Fixed, Probationary | Promotion |
| Accounting & Financial Services | Byrd, Connie | 7/1/2022 | | Receivables & Collections Manager | 12 | \$ 50,540.00 | Full-Time Standing, Probationary | Promotion |
| Arts, Humanities & Social Sciences, Off. Of Dean | Carlson, Kathryn | 7/1/2022 | | Interim Associate Dean, School of English, Communic | 12 | \$ 98,891.00 | Full-Time Standing | Promotion |
| Building Services | Caudill, Steven | 9/1/2022 | | Building Services Team- Evening Lead | 12 | \$ 16.11 | Full-Time Standing, Probationary | Promotion |
| Information Technology | Chandler, Clifford | 9/16/2022 | 6/30/2023 | Network Specialist | 12 | \$ 55,945.00 | Full-Time Fixed, Probationary | Promotion |
| Budgets & Financial Planning | Cooper, Jessica | 7/1/2022 | | Director of Budgets | 12 | \$ 73,000.00 | Full-Time Standing | Promotion |
| Human Resources | Evans, Stephanie | 9/1/2022 | 6/30/2023 | HR Generalist | 12 | \$ 39,727.00 | Full-Time Fixed, Probationary | Promotion |
| Accounting & Financial Services | Flannery, Christena | 7/1/2022 | | Assistant Director for Student Accounting/Bursar | 12 | \$ 60,788.00 | Full-Time Standing | Promotion |
| Communications, Media & Languages | Getchell, Morgan | 8/8/2022 | | Associate Professor, Communication/Convergent Me | 9 | \$ 56,300.00 | Full-Time Standing | Promotion/Tenure |
| Volgenau College of Education, Office of Dean | Miller, April | 7/1/2022 | | Dean of Volgenau College of Education | 12 | \$ 139,668.00 | Full-Time Standing | Promotion |
| Budgets & Financial Planning | Roberts, Zachary | 8/1/2022 | 6/30/2023 | Assistant Director, Budgets | 12 | \$ 61,396.00 | Full-Time Fixed, Probationary | Promotion |
| Craft Academy Student Services | Shaw, Jennifer | 7/1/2022 | 6/30/2023 | Craft Student Activities and Event Coordinator | 12 | \$ 35,568.00 | Full-Time Fixed, Probationary | Promotion |
| Vet Technology Program | Staton, Amy | 8/8/2022 | | Associate Professor, Veterinary Technology | 9 | \$ 60,200.00 | Full-Time Standing | Promotion/Tenure |
| Registrar | White-Combs, Ashley | 9/1/2022 | 6/30/2023 | Eagle Scholars Coordinator | 12 | \$ 17.09 | Full-Time Fixed, Probationary | Promotion |
| Reclassification | | | | | | | | |
| President, Office of | Calvert, Donna | 9/16/2022 | | Executive Assistant to the President | 12 | \$ 40,326.00 | Full-Time Standing | Reclassification |
| Alumni Relations & Development | Caudill, Allison | 7/1/2022 | | Director, Alumni Relations & Development | 12 | \$ 66,695.00 | Full-Time Standing | Reclassification |
| Alumni Relations & Development | Ferguson, Jessica | 7/1/2022 | | Director, Advancement & Alumni Communications | 12 | \$ 53,092.00 | Full-Time Standing | Reclassification |
| Communications & Marketing | Hobbs, Toni | 7/1/2022 | | Director, Digital & Brand Strategy | 12 | \$ 58,012.00 | Full-Time Standing | Reclassification |
| Communications & Marketing | Nutter, April | 7/1/2022 | | Director, Stategic Communications | 12 | \$ 58,012.00 | Full-Time Standing | Reclassification |
| Vice President, University Advancement | Surmont, Sherry | 7/1/2022 | | Director, Advancement Services | 12 | \$ 51,537.00 | Full-Time Standing | Reclassification |
| Separations | | | | | | | | |
| Center for STEM+eXcellence | Beigle, Kristin | 8/15/2022 | | Assistant Director, Center for STEM+eXcellence | 12 | \$ 68,680.00 | Full-Time Fixed | Resignation |
| Building Maintenance | Brown, Johnny | 9/30/2022 | | HVAC Technician | 12 | \$ 17.09 | Full-Time Fixed | Resignation |
| Budgets & Financial Planning | Bush, Stephanie | 8/26/2022 | | Budget Analyst | 12 | \$ 40,514.00 | Full-Time Standing | Resignation |
| History, Philosophy, Politics, Global Studies & Legal Studies | Conroy, Christina | 7/11/2022 | | Associate Professor, Philosophy | 9 | \$ 55,768.00 | Full-Time Standing | Resignation |
| Building Maintenance | Donathan, Gary | 9/30/2022 | | HVAC Technician | 12 | \$ 17.90 | Full-Time Fixed | Resignation |
| Women's Basketball | Durjan, Danielle | 8/15/2022 | | Assistant Women's Basketball Coach | 12 | \$ 32,000.00 | Full-Time Fixed | Resignation |
| Talent Search Programs | Fife, Steven | 9/15/2022 | | TRIO Acaemic Coordinator | 12 | \$ 36,635.00 | Full-Time Fixed | Resignation |
| Community & Government Relations | Fitzpatrick, Jane | 9/30/2022 | | General Counsel | 12 | \$ 142,277.00 | Full-Time Standing | Retirement |
| Kinesiology, Health & Imaging Science | Gonzalez, Gina | 8/8/2022 | | Professor, Kinesiology | 9 | \$ 59,069.00 | Full-Time Standing | Resignation |
| Building Services | Hampton, Arlene | 7/31/2022 | | Building Services Manager | 12 | \$ 18.65 | Full-Time Standing | Retirement |
| Nursing | Hays, Sharon | 7/31/2022 | | Academic Department Specialist | 12 | \$ 17.16 | Full-Time Standing | Retirement |
| Enrollment Services | Hutchinson, Sarah | 7/27/2022 | | Enrollment Services Counselor | 12 | \$ 37,450.00 | Full-Time Fixed, Probationary | Resignation |
| Vice President, Academic Affairs | Jackson, Emily | 8/12/2022 | | Assistant to the Provost | 12 | \$ 37,253.00 | Full-Time Fixed | Resignation |
| Agricultural Sciences | Kendrick, Jacklyn | 9/7/2022 | | Accountant (Agriculture) | 12 | \$ 17.09 | Full-Time Fixed | Resignation |
| Adult Learning Center | Kopel, Shira | 9/23/2022 | | Adult Basic Education Instructor II | 12 | \$ 35,320.00 | Full-Time Fixed | Resignation |
| Communications, Media & Languages | LaFleur, Gary | 9/9/2022 | | Associate Professor, Speech | 9 | \$ 66,907.00 | Full-Time Standing | Death |
| Softball | McNary, Jordan | 8/5/2022 | | Assistant Softball Coach | 12 | \$ 30,900.00 | Full-Time Fixed | Resignation |
| Building Maintenance | Parker, Rocky | 8/9/2022 | | HVAC Technician | 12 | \$ 36,254.00 | Full-Time Fixed | Resignation |
| Office of Diversity | Phipps, Jamie | 8/12/2022 | | Assistant Chief Diversity Officer for Student Activities | 12 | \$ 56,650.00 | Full-Time Fixed | Resignation |
| Commonwealth Educational Opportunity Center | Rowland, Thomas | 9/30/2022 | | Director, Educational Access Programs | 12 | \$ 61,434.00 | Full-Time Fixed | Retirement |
| Engineering & Technology Management | Salinas-Hernandez, Andres | 9/23/2022 | | Research Associate | 12 | \$ 41,200.00 | Full-Time Fixed | Resignation |
| Carl D. Perkins Vocational Training Center | Taylor, Karen | 9/2/2022 | | Vocational Program Instructor | 12 | \$ 38,164.00 | Full-Time Fixed | Resignation |

Full-Time PAR Report July - September 2022

| Department/Office | Name | Effective Date | Ending Date | Title | Contract Months | Salary | Employment Status | Employment Action |
|---|-------------------------|----------------|-------------|---|-----------------|--------------|-------------------------------|---------------------------|
| <u>Separations (continued)</u> | | | | | | | | |
| Information Technology | Wagoner, Owen | 9/16/2022 | | Senior Systems Administrator | 12 | \$ 75,527.00 | Full-Time Standing | Resignation |
| Talent Search Programs | Williams, Sharon | 7/31/2022 | | Director, Talent Search Programs | 12 | \$ 57,494.00 | Full-Time Fixed | Retirement |
| Enrollment Services | York, Mackenzie | 9/2/2022 | | Enrollment Services Counselor | 12 | \$ 37,079.00 | Full-Time Fixed | Resignation |
| <u>Renewals</u> | | | | | | | | |
| Sociology, Social Work & Criminology | Birdwhistell, Shira | 8/31/2022 | 9/29/2022 | Extramural Project Leader - MCCC Covid/Zero Suicide | 12 | \$ 23.77 | Full-Time Fixed | Renewal |
| Sociology, Social Work & Criminology | Birdwhistell, Shira | 9/30/2022 | 6/30/2023 | Extramural Project Leader - MCCC Covid/Zero Suicide | 12 | \$ 23.77 | Full-Time Fixed | Renewal |
| Sociology, Social Work & Criminology | Blackshear, Greg | 9/30/2022 | 5/30/2023 | Research Assistant | 12 | \$ 18.11 | Full-Time Fixed | Renewal |
| Commonwealth Educational Opportunity Center | Brunty, Ronald | 9/1/2022 | 8/31/2023 | TRIO Academic Coordinator | 12 | \$37,414 | Full-Time Fixed | Renewal |
| Upward Bound Programs | Bryant, Samantha | 9/1/2022 | 8/31/2023 | Associate Director Upward Bound Programs (South) | 12 | \$ 42,132.00 | Full-Time Fixed | Renewal |
| Talent Search Programs | Bryant, Summer | 9/1/2022 | 8/31/2023 | Associate Director, Talent Search | 12 | \$ 42,060.00 | Full-Time Fixed | Renewal |
| Talent Search Programs | Chaffin, Kady | 9/1/2022 | 8/31/2023 | TRIO Online Communication Specialist | 12 | \$ 15.12 | Full-Time Fixed, Probationary | Renewal |
| Commonwealth Educational Opportunity Center | Chapman, Sherrie | 9/1/2022 | 8/30/2023 | TRIO Academic Coordinator | 12 | \$37,620 | Full-Time Fixed | Renewal |
| Talent Search Programs | David, Maria | 9/1/2022 | 8/31/2023 | TRIO Academic Coordinator | 12 | \$ 37,620.00 | Full-Time Fixed | Renewal |
| Commonwealth Educational Opportunity Center | Donovan, Matthew | 9/1/2022 | 8/31/2023 | TRIO Academic Coordinator | 12 | \$37,620 | Full-Time Fixed | Renewal |
| Talent Search Programs | Fife, Steven | 9/1/2022 | 8/31/2023 | TRIO Academic Coordinator | 12 | \$ 36,635.00 | Full-Time Fixed | Renewal |
| Commonwealth Educational Opportunity Center | Gamble, Shirley | 9/1/2022 | 8/31/2023 | TRIO Office Manager | 12 | \$17.82 | Full-Time Fixed | Renewal |
| Talent Search Programs | Hall, Crystal | 9/1/2022 | 8/31/2023 | TRIO Office Manager (TSPR) | 12 | \$ 17.80 | Full-Time Fixed | Renewal |
| Talent Search Programs | Hamilton, Camille | 9/1/2022 | 8/31/2023 | TRIO Academic Coordinator | 12 | \$ 37,620.00 | Full-Time Fixed | Renewal |
| Talent Search Programs | Hines, Annette | 9/1/2022 | 8/31/2023 | TRIO Academic Coordinator | 12 | \$ 41,180.00 | Full-Time Fixed | Renewal |
| Sociology, Social Work & Criminology | Hogge, Jean | 9/30/2022 | 9/29/2023 | Research Coordinator | 12 | \$ 20.78 | Full-Time Fixed | Renewal |
| Sociology, Social Work & Criminology | Hulbig, Kaylee | 9/30/2022 | 6/30/2023 | Data Coordinator | 12 | \$ 15.59 | Full-Time Fixed | Renewal |
| Sociology, Social Work & Criminology | Hulbig, Shelia | 9/30/2022 | 7/29/2023 | Extramural Project Leader - Drug Courts | 12 | \$ 24.31 | Full-Time Fixed | Renewal |
| Upward Bound Programs | Isaac, Brandon | 9/1/2022 | 8/31/2023 | TRIO Academic Coordinator | 12 | \$ 38,414.00 | Full-Time Fixed | Renewal |
| Sociology, Social Work & Criminology | Jones, Afton | 9/30/2022 | 9/29/2023 | Extramural Project Leader - MCCC & CAC | 12 | \$ 24.07 | Full-Time Fixed | Renewal |
| Upward Bound | Kelsey, Angela | 9/1/2022 | 5/31/2023 | TRIO Program Specialist | 12 | \$ 14.10 | Full-Time Fixed | Renewal |
| Upward Bound Programs | Lewis, Amanda | 9/1/2022 | 5/31/2023 | Director, Upward Bound Programs | 12 | \$ 65,920.00 | Full-Time Fixed | Renewal/Salary Adjustment |
| Sociology, Social Work & Criminology | Newell, Austin | 9/30/2022 | 11/29/2022 | Extramural Project Database Management Specialist | 12 | \$ 15.12 | Full-Time Fixed | Renewal |
| Sociology, Social Work & Criminology | Newell, Jennifer | 8/31/2022 | 9/29/2022 | Extramural Project Leader -VOALA | 12 | \$ 24.07 | Full-Time Fixed | Renewal |
| Sociology, Social Work & Criminology | Newell, Jennifer | 9/30/2022 | 11/29/2022 | Extramural Project Leader -VOALA | 12 | \$ 24.07 | Full-Time Fixed | Renewal |
| Commonwealth Educational Opportunity Center | Prater, Dawonna | 9/1/2022 | 8/31/2023 | TRIO Academic Coordinator (Prestonsburg) | 12 | \$37,620 | Full-Time Fixed | Renewal |
| Commonwealth Educational Opportunity Center | Quinn, Heather | 9/1/2022 | 8/31/2023 | TRIO Academic Coordinator | 12 | \$37,620 | Full-Time Fixed | Renewal |
| Sociology, Social Work & Criminology | Ratliff, Ashley | 9/30/2022 | 5/30/2023 | Research Analyst | 12 | \$ 20.37 | Full-Time Fixed | Renewal |
| Talent Search Programs | Riddle, Crystal | 9/1/2022 | 8/31/2023 | TRIO Academic Coordinator | 12 | \$ 37,620.00 | Full-Time Fixed | Renewal |
| Upward Bound | Ring, Shayla | 9/1/2022 | 5/31/2023 | Academic Bridge Coordinator | 12 | \$ 37,620.00 | Full-Time Fixed | Renewal |
| Commonwealth Educational Opportunity Center | Rowland, Thomas | 9/1/2022 | 9/30/2022 | Director, Educational Access Programs (CEOC) | 12 | \$ 61,434.00 | Full-Time Fixed | Renewal |
| Talent Search Programs | Savard, Maurice | 9/1/2022 | 8/31/2023 | TRIO Office Manager (TSPR) | 12 | \$ 17.82 | Full-Time Fixed | Renewal |
| Commonwealth Educational Opportunity Center | Simpson, Chris | 9/1/2022 | 8/31/2023 | College Access Coordinator | 12 | \$34,612 | Full-Time Fixed | Renewal |
| Commonwealth Educational Opportunity Center | Sloan, Rhonda | 9/1/2022 | 8/31/2023 | College Access Coordinator | 12 | \$34,612 | Full-Time Fixed | Renewal |
| Commonwealth Educational Opportunity Center | Smith Shaaree | 9/1/2022 | 8/31/2023 | College Access Coordinator | 12 | \$34,612 | Full-Time Fixed | Renewal |
| Sociology, Social Work & Criminology | Taylor, Morgan | 9/30/2022 | 1/30/2023 | Research Analyst | 12 | \$ 20.78 | Full-Time Fixed | Renewal |
| Commonwealth Educational Opportunity Center | Thompson, Veronica | 9/1/2022 | 8/31/2023 | Trio Program Specialist (CEOC) | 12 | \$13.29 | Full-Time Fixed | Renewal |
| Carl D. Perkins Vocational Training Center | Travis-Waller, Michelle | 7/1/2022 | 6/30/2023 | Driver's Education Program Instructor - CDPVTC | 12 | \$ 37,500.00 | Full-Time Fixed | Renewal |

Full-Time PAR Report
July - September 2022

| Department/Office | Name | Effective Date | Ending Date | Title | Contract Months | Salary | Employment Status | Employment Action |
|--|---------------------------|----------------|-------------|---|-----------------|---------------|-------------------------------|---|
| Probation Complete | | | | | | | | |
| Budgets & Financial Planning | Bush, Stephanie | 6/30/2022 | | Budget Analyst | 12 | \$ 40,514.00 | Full-Time Standing | Probation Complete |
| Craft Academy Student Services | Duarte Hernandez, Mariela | 5/14/2022 | 6/30/2023 | Craft Academy Enrollment Services Counsell | 12 | \$ 17.09 | Full-Time Fixed | Probation Complete |
| Building Maintenance | Hampton, Chris | 8/15/2022 | | Facilities Management Maintenance Manager | 12 | \$ 42,848.00 | Full-Time Standing | Probation Complete |
| Human Resources | Justice, Nicholas | 9/1/2022 | 6/30/2023 | Human Resources Assistant | 12 | \$ 15.12 | Full-Time Fixed | Probation Complete |
| Agricultural Sciences | Kendrick, Jacklyn | 9/1/2022 | 6/30/2023 | Accountant (Agriculture) | 12 | \$ 17.09 | Full-Time Fixed | Probation Complete |
| Building Maintenance | Lands, Samuel | 8/28/2022 | | Warehouse Supervisor | 12 | \$ 14.08 | Full-Time Standing | Probation Complete |
| Building Services | Moore, Cathy | 7/31/2022 | 6/30/2023 | Building Services Technician | 12 | \$ 10.50 | Full-Time Fixed | Probation Complete |
| Information Technology | Phillips, Richard | 9/7/2022 | 6/30/2023 | Interim Chief Information Officer | 12 | \$ 126,000.00 | Full-Time Fixed | Probation Complete |
| Adult Education Academy | Potter, David | 7/1/2022 | 6/30/2023 | Associate Director, Language Arts and Instructional T | 12 | | Full-Time Fixed | Probation Complete |
| Regional Education & Outreach, Off. of | Tadlock, Beverly | 8/1/2022 | 6/30/2023 | ABE Career Navigator | 12 | \$ 33,320.00 | Full-Time Fixed | Probation Complete |
| Other | | | | | | | | |
| Adult Learning Center | Adkins, Angela | 09/01/2022 | 06/30/2023 | Adult Basic Education Instructor II | 12 | \$ 35,320.00 | Full-Time Fixed | Faculty to Staff |
| Human Resources | Baker, Kody | 07/01/2022 | | HR Assistant (Payroll) | 12 | \$ 18.86 | Full-Time Standing | Department Transfer/Annual Increase/Renewal |
| Grounds & General Services | Blankenbuehler, Kyle | 09/06/2022 | 09/08/2022 | Grounds Keeper | 12 | \$ - | Full-Time Fixed, Probationary | Suspension without pay |
| Todays Youth | Bryant, Samantha | 09/12/2022 | 10/15/2022 | Associate Director Upward Bound Programs (South) | 12 | \$ 42,132.00 | Full-Time Fixed | Suspension with pay |
| Craft Academy Instruction | Davis, Kathryn | 09/16/2022 | 06/30/2022 | Assistant Director, Academic Services (Craft Academy | 12 | \$ 61,800.00 | Full-Time Fixed, Probationary | Department Transfer |
| Adult Learning Center | Fannin, Opal | 09/01/2022 | 06/30/2023 | Asst Director, Adult Basic Education Instructor II | 12 | \$ 39,253.00 | Full-Time Fixed | Faculty to Staff |
| Adult Learning Center | Fannin, Opal | 09/16/2022 | 06/30/2023 | Assistant Director/ABE Instructor II | 12 | \$ 39,253.00 | Full-Time Fixed | Faculty to Staff |
| Student support services | Hyden, Matthew | 08/01/2022 | 06/30/2023 | Director, Student Support Services | 12 | \$ 53,697.00 | Full-Time Fixed | Lateral Move |
| Upward Bound Programs | Isaac, Brandon | 08/01/2022 | 05/31/2023 | TRIO Academic Coordinator | 12 | \$ 38,414.00 | Full-Time Fixed | Advanced Degree Increase |
| MSU Police Dept | Jones, Shawn | 09/01/2022 | 09/30/2022 | Police Officer | 12 | \$ - | Full-Time Standing | Suspension without pay |
| Adult Learning Center | Kopel, Shira | 09/01/2022 | 06/30/2023 | Adult Basic Education Instructor II | 12 | \$ 35,320.00 | Full-Time Fixed | Faculty to Staff |
| Biology & Chemistry | Lin, Elizabeth | 08/10/2022 | 06/30/2022 | Instructor, Biology | 9 | \$ 46,000.00 | Full-Time Fixed, Probationary | Lateral Move |
| Enrollment Services | Linville, Cari | 08/10/2022 | 08/12/2022 | Enrollment Services Counselor | 12 | \$ - | Full-Time Fixed, Probationary | Leave Without Pay |
| Human Resources | McWain, Tina | 07/01/2022 | | Payroll Manager | 12 | \$ 51,541.00 | Full-Time Standing | Department Transfer/Annual Increase/Renewal |
| Adult Learning Center | Modaff, Allison | 09/01/2022 | 06/30/2023 | Adult Basic Education Instructor II | 12 | \$ 36,598.00 | Full-Time Fixed | Faculty to Staff |
| Music, Theatre & Dance | Murphy, William | 08/01/2022 | 06/30/2023 | Staff Accompanist | 9 | \$ 42,229.00 | Full-Time Fixed | Faculty to Staff |
| Nursing | O'Hara, Heather | 08/08/2022 | 05/16/2023 | Clinical Instructor | 9 | \$ 50,000.00 | Full-Time Fixed | PT to FT |
| Counseling & Health Services | Porter, Sherry | 09/12/2022 | | Mental Health Counselor | 12 | \$ 49,028.00 | Full-Time Standing | Leave Ended |
| Counseling & Health Services | Porter, Sherry | 07/08/2022 | 07/29/2022 | Mental Health Counselor | 12 | \$ - | Full-Time Standing | Leave Without Pay |
| Counseling & Health Services | Porter, Sherry | 08/18/2022 | 08/31/2022 | Mental Health Counselor | 12 | \$ - | Full-Time Fixed | Leave Without Pay |
| Counseling & Health Services | Porter, Sherry | 08/01/2022 | 08/17/2023 | Mental Health Counselor | 12 | \$ - | Full-Time Fixed | Leave Without Pay |
| Adult Learning Center | Rose, Verinda | 09/01/2022 | 06/30/2023 | Adult Basic Education Instructor II | 12 | \$ 38,654.00 | Full-Time Fixed | Faculty to Staff |
| Engineering & Technology Management | Stepp, Jason | 08/17/2022 | 05/16/2023 | Instructor, Engineering & Technology Management | 9 | \$ 51,545.00 | Full-Time Fixed | Move from Staff to Faculty |
| Adult Learning Center | Stone, Harrison | 09/01/2022 | 06/30/2023 | Adult Basic Education Instructor II | 12 | \$ 35,320.00 | Full-Time Fixed | Faculty to Staff |
| Nursing | Virgin, Hali | 08/08/2022 | 06/30/2023 | Clinical Instructor | 9 | \$ 50,000.00 | Full-Time Fixed | PT to FT |
| Adult Learning Center | Wilson, Alicia | 09/01/2022 | 06/30/2023 | Adult Basic Education Instructor II | 12 | \$ 36,598.00 | Full-Time Fixed | Faculty to Staff |
| Instructional Services | Winkleman, Beverly | 08/08/2022 | 06/30/2023 | Instructor, Education (Developmental Education Reac | 9 | \$ 40,000.00 | Full-Time Fixed | PT to FT |

Total Appointment Status Actions: 197

**Supplemental PAR Report
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| Department/Office | Name | Effective Date | Ending Date | Title | Contract Months | Salary | Employment Status | Employment Action | Notation |
|---|---------------------|----------------|-------------|---|-----------------|--------------|----------------------------------|-------------------|---|
| Space Science Center | Collins, Ryan | 9/6/2021 | 7/15/2022 | Ground Station Engineer/Operator | 12 | \$ 5,261.00 | Full-Time Fixed | Other | Extra duties for Space Mesh project |
| Space Science Center | Combs, Michael | 9/6/2021 | 7/15/2022 | Research Engineer (Spacecraft Systems) | 12 | \$ 6,575.00 | Full-Time Standing | Other | Extra duties for Space Mesh project |
| Space Science Center | Fite, Nathan | 9/6/2021 | 7/15/2022 | Instructor, Space Systems Engineering | 12 | \$ 6,682.00 | Full-Time Fixed | Other | Extra duties for Space Mesh project |
| Space Science Center | Jensen, Elijah | 9/6/2021 | 7/15/2022 | Visiting Assistant Professor Space Systems Engineering/Astronautical Engineer | 12 | \$ 7,165.00 | Full-Time Fixed | Other | Extra duties for Space Mesh project |
| Space Science Center | Malphrus, Benjamin | 9/6/2021 | 7/15/2022 | Professor of Space Science/Executive Director Space Science Center | 12 | \$ 14,995.00 | Full-Time Standing | Other | Extra duties for Space Mesh project |
| English | Graves, Mark | 5/2/2022 | 5/31/2022 | Professor, English | 9 | \$ 400.00 | Full-Time Standing | Additional Duties | KY Humanities Council-Video Vault |
| Communication, Media & Languages | Hill, Jeffery | 5/2/2022 | 5/31/2022 | Professor, Mass Communication | 9 | \$ 400.00 | Full-Time Standing | Additional Duties | KY Humanities Council-Video Vault |
| Foundational & Graduate Studies in Education | Aagard-Boram, Lola | 5/15/2022 | 8/5/2022 | Professor, Education (FGSE) | 9 | \$ 3,000.00 | Full-Time Standing | Other | Work on MAED |
| Early Childhood, Elementary & Special Education | Roach, Rebecca | 5/16/2022 | 8/5/2022 | Assistant Professor, Education | 9 | \$ 3,000.00 | Full-Time Standing | Other | Work on MAED |
| Nursing | Clevenger, Kim | 6/1/2022 | 7/31/2022 | Professor, Nursing/Program Coordinator (Baccalaureate Degree) | 10 | \$ 4,154.52 | Full-Time Standing | Additional Duties | Clinical site management for nursing student internship rotations. |
| Nursing | Ellett, Teresa | 6/1/2022 | 7/31/2022 | Professor of Nursing/Program Coordinator (Associate Degree) | 9 | \$ 4,476.00 | Full-Time Standing | Additional Duties | Clinical site management for nursing student internship rotations. |
| Faculty Senate | Long, David | 6/1/2022 | 7/31/2022 | Assistant Professor, Education | 9 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Faculty Senate |
| Communication, Media & Languages | Creekmore, Timothy | 6/3/2022 | 6/3/2022 | Studio Supervisor/Mass Communication Lab Manager/Lecturer | 12 | \$ 100.00 | Full-Time Standing | Additional Duties | KY Humanities Council-Video Vault |
| Kinesiology, Health, & Imaging Sciences | Fannin, Jeffery | 6/13/2022 | 7/8/2022 | Associate Professpr, Imaging Sciences | 9 | \$ 1,253.02 | Full-Time Standing | Summer I | Program Coordinator |
| Kinesiology, Health, & Imaging Sciences | Fannin, Jeffery | 6/13/2022 | 7/8/2022 | Associate Professpr, Imaging Sciences | 9 | \$ 987.92 | Full-Time Standing | Summer I | Teaching 4 credit hours |
| Kinesiology, Health, & Imaging Sciences | Shepherd, Jonie | 6/13/2022 | 7/8/2022 | Asst Prof, Imaging Sciences | 9 | \$ 1,050.00 | Full-Time Standing | Additional Duties | 1 hr RAT |
| Middle Grades & Secondary Education | Long, David | 6/15/2022 | 7/31/2022 | Assistant Professor, Education | 9 | \$ 9,352.00 | Full-Time Standing | Grant Work | Project Director NSF Noyce IV Grant |
| History, Philosophy, Politics, Global Studies & Legal Studies | Albrink, Laken | 7/1/2022 | 6/30/2023 | Assistant Professor, Legal Studies | 9 | \$ 8,000.00 | Full-Time Standing | Additional Duties | Chief Hearing Officer for Student Code of Conduct hearings |
| First Year Seminar | Barber, Michelle | 7/1/2022 | 6/30/2023 | Dir Ret & Aca Adv Lect | 12 | \$ 8,000.00 | Full-Time Standing | Additional Duties | FYS Administration |
| Women's Golf | Barker, Stephanie | 7/1/2022 | 6/30/2023 | Women's Head Golf Coach | 12 | \$ 3,436.72 | Full-Time Fixed | Other | LifeSkills with Student Athletes |
| Foundational & Graduate Studies in Education | Beckham, Leslie | 7/1/2022 | 6/30/2023 | Associate Professor of Education/Academic Director Eagle Scholars/Endowed Professor | 9 | \$ 2,000.00 | Full-Time Standing | Additional Duties | Shannon-Doran Endowed Professor |
| UG Education & Student Success, Off of Assoc Provost | Boone, Megan | 7/1/2022 | 6/30/2023 | Director of the Center for Career Development & Experiential Education | 12 | \$ 15,860.00 | Full-Time Standing | Additional Duties | Serving as Dir of Center for Career Services & Experiential Education |
| Men's Basketball | Burk, Cason | 7/1/2022 | 6/30/2023 | Assistant Men's Basketball Coach | 12 | \$ 7,431.49 | Full-Time Fixed, Probationary | Other | Vehicle Allowance |
| Morehead State Police Department | Carter, Justin | 7/1/2022 | 6/30/2023 | Police Officer | 12 | \$ 2.00 | Full-Time Fixed, Probationary | Merit Pay | Hazardous Duty |
| Morehead State Police Department | Carter, Justin | 7/1/2022 | 6/30/2023 | Police Officer | 12 | \$ 4,300.00 | Full-Time Fixed, Probationary | Other | KLEFPF |
| Space Science Center | Clark, Pamela | 7/1/2022 | 8/5/2022 | Visiting Assistant Professor, Space Systems Engineering/Star Theater Director | 9 | \$ 6,667.00 | Full-Time Fixed | Other | Star Theater operator and other assigned duties |
| Morehead State Police Department | Cline, Mark | 7/1/2022 | 6/30/2023 | Police Officer | 12 | \$ 2.00 | Full-Time Fixed, Probationary | Merit Pay | Hazardous Duty |
| Morehead State Police Department | Cline, Mark | 7/1/2022 | 6/30/2023 | Police Officer | 12 | \$ 4,300.00 | Full-Time Fixed, Probationary | Other | KLEFPF |
| Morehead State Police Department | Cline, Zechariah | 7/1/2022 | 6/30/2023 | Police Officer | 12 | \$ 2.00 | Full-Time Fixed | Merit Pay | Hazardous Duty |
| Morehead State Police Department | Cline, Zechariah | 7/1/2022 | 6/30/2023 | Police Officer | 12 | \$ 4,300.00 | Full-Time Fixed | Other | KLEFPF |
| Space Science Center | Collins, Ryan | 7/1/2022 | 6/30/2023 | Ground Station Engineer/Operator | 12 | \$ 6,353.00 | Full-Time Fixed | Additional Duties | Machine Shop Manager & Clean Room Manager |
| Space Science Center | Collins, Ryan | 7/1/2022 | 7/31/2022 | Ground Station Engineer/Operator | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Post contract administration work (Space Mesh) |
| Space Science Center | Combs, Michael | 7/1/2022 | 7/31/2022 | Research Engineer (Spacecraft Systems) | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Post contract administration work (Space Mesh) |
| Early Childhood, Elementary & Special Education | Crites, Stephen | 7/1/2022 | 8/15/2022 | Associate Professor, Education | 9 | \$ 8,968.00 | Full-Time Standing | Grant Work | Proj Dir, KY Traineeship for Special Ed |
| Craft Academy Student Services | Cundiff, Kayla | 7/1/2022 | 7/31/2022 | Assistant Director, Student Engagement | 12 | \$ 2,500.00 | Full-Time Fixed, Probationary | Additional Duties | Additional summer work |
| Space Science Center | Fite, Nathan | 7/1/2022 | 7/31/2022 | Instructor, Space Systems Engineering | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Post contract administration work (Space Mesh) |
| Staff Congress | Flora, David | 7/1/2022 | 6/30/2023 | Project Manager | 12 | \$ 3,600.00 | Full-Time Standing | Additional Duties | Staff Congress Chair |
| Craft Academy Student Services | Fouts, Benjamin | 7/1/2022 | 6/30/2023 | Craft Academy Enrollment Services Counselor | 12 | \$ 26.15 | Full-Time Fixed | Additional Duties | Serving as Technology Coordinator |
| Athletics, Office of | Gordon, James | 7/1/2022 | 6/30/2023 | Director, Athletics | 12 | \$ 7,885.66 | Full-Time Fixed, Probationary | Other | Car Stipend |
| History, Philosophy, Politics, Global Studies & Legal Studies | Grise, David | 7/1/2022 | 6/30/2023 | Assistant Professor, Legal Studies | 9 | \$ 4,000.00 | Full-Time Standing | Additional Duties | Title IX Hearing Officer |
| Planning, Performance & Effectiveness | Harr, Shannon | 7/1/2022 | 7/31/2022 | Director, Office of Research & Sponsored Programs | 12 | \$ 1,000.00 | Full-Time Standing, Probationary | Additional Duties | Summer Assessment Work |
| Research & Sponsored Programs | Harr, Shannon | 7/1/2022 | 6/30/2023 | Director, Office of Research & Sponsored Programs | 12 | \$ 4,000.00 | Full-Time Standing, Probationary | Additional Duties | Supervision of MSU Testing Center |
| Morehead State Police Department | Harris, Jessica | 7/1/2022 | 6/30/2023 | Police Supervisor (Sergeant). | 12 | \$ 2.00 | Full-Time Standing | Merit Pay | Hazardous Duty |
| Morehead State Police Department | Harris, Jessica | 7/1/2022 | 6/30/2023 | Police Supervisor (Sergeant). | 12 | \$ 4,300.00 | Full-Time Standing | Merit Pay | KLEFPF |
| Morehead State Police Department | Harrison, Merrell | 7/1/2022 | 6/30/2023 | Chief of Police | 12 | \$ 4,000.00 | Full-Time Standing | Other | Incentive Pay |
| Space Science Center | Hart, Chloe | 7/1/2022 | 6/30/2023 | Ground Station Engineer/Operator | 12 | \$ 6,353.00 | Full-Time Fixed | Additional Duties | Ground Station Manager/Scheduler |
| Faculty Center for Teaching & Learning | Hruby, Alison | 7/1/2022 | 8/5/2022 | Director of the Faculty Center for Teaching and Learning | 12 | \$ 12,000.00 | Full-Time Standing | Additional Duties | Director, Faculty Center for Teaching and Learning |
| EagleCard Office | Huffman, Guy | 7/1/2022 | 6/30/2023 | Director, EagleCard, Post Office & Document Services | 12 | \$ 9,000.00 | Full-Time Standing | Additional Duties | Director, Auxiliary Services Duties |
| Morehead State Police Department | Hunt, Jarred | 7/1/2022 | 6/30/2023 | Police Captain/Assistant Chief | 12 | \$ 2.00 | Full-Time Standing | Merit Pay | Hazardous Duty |
| Morehead State Police Department | Hunt, Jarred | 7/1/2022 | 6/30/2023 | Police Captain/Assistant Chief | 12 | \$ 4,300.00 | Full-Time Standing | Merit Pay | KLEFPF |
| Space Science Center | Jensen, Elijah | 7/1/2022 | 7/31/2022 | VAP, Space Systems Engineering/Astronautical Engineer | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Post contract administration work (Space Mesh) |
| Morehead State Police Department | Jones, Shawn | 7/1/2022 | 6/30/2023 | Police Officer | 12 | \$ 2.00 | Full-Time Standing | Merit Pay | Hazardous Duty |
| Center for STEM+eXcellence | Kiser, Nathan | 7/1/2022 | 7/15/2022 | Operations Manager | 12 | \$ 1,050.63 | Full-Time Fixed | Additional Duties | Instructing camp participants |
| UG Education & Student Success, Off of Assoc Provost | Krummrich, Philip | 7/1/2022 | 6/30/2023 | Honors Prg. Dir | 9 | \$ 9,801.44 | Full-Time Standing | Additional Duties | Serving as Director of the Honor Program. |
| First Year Seminar | Larson, Sara | 7/1/2022 | 6/30/2023 | Assc Dir Ret & Acad Adv/Lecturer | 12 | \$ 4,000.00 | Full-Time Standing | Additional Duties | FYS Administration |
| Men's Basketball | Lombardi, Dominic | 7/1/2022 | 6/30/2023 | Assistant Men's Basketball Coach | 12 | \$ 21,289.36 | Full-Time Fixed, Probationary | Other | Vehicle and Operations Allowance |
| Space Science Center | Malphrus, Benjamin | 7/1/2022 | 7/31/2022 | Professor of Space Science/Executive Director Space Science Center | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Post contract administration work (Space Mesh) |
| Communication, Media & Languages | Manis, Randy | 7/1/2022 | 6/30/2023 | Instructor, Communications | 9 | \$ 6,000.00 | Full-Time Fixed | Additional Duties | TALONS faculty residential fellow |
| Center for STEM+eXcellence | Manns, Teddi | 7/1/2022 | 7/15/2022 | Residence Life Coordinator | 12 | \$ 339.23 | Full-Time Fixed, Probationary | Additional Duties | Support for STEM+eXcellence summer camps |
| Center for STEM+eXcellence | Middleton, Steve | 7/1/2022 | 7/15/2022 | Inst, Mass Communication | 9 | \$ 1,040.64 | Full-Time Fixed | Additional Duties | Instructing camp participants |
| MSU @ Mt. Sterling | Miller, Christopher | 7/1/2022 | 6/30/2023 | Professor, Education/Director, MSU at Mt Sterling | 12 | \$ 27,829.00 | Full-Time Standing | Other | Director, MSU Mt. Sterling summer month duties |
| Office of the President | Morgan, Joseph | 7/1/2022 | 6/30/2023 | President | 12 | \$ 14,400.00 | Full-Time Standing | Other | Vehicle reimbursement |
| Sociology, Social Work & Criminology | Nash, Shondrah | 7/1/2022 | 7/15/2022 | Professor, Sociology | 9 | \$ 3,601.00 | Full-Time Standing | Grant Work | Grant Eval and Reporting |
| Facilities Management | Oatman, Kim | 7/1/2022 | 6/30/2023 | Chief Facilities and Operations Officer | 12 | \$ 10,000.00 | Full-Time Standing | Additional Duties | Construction and renovation projects oversight |
| Student Affairs, Off of Vice President | Pace, Joel | 7/1/2022 | 6/30/2023 | Director, Eagle Scholars Program | 12 | \$ 6,000.00 | Full-Time Standing | Additional Duties | Extra duties for dual credit/school relations |
| Title IX Administration | Pace, Lora | 7/1/2022 | 6/30/2023 | Director, First & Second Year Programs | 12 | \$ 20,000.00 | Full-Time Standing | Additional Duties | Title IX Deputy Coordinator |
| Faculty Senate | Perry, Susan | 7/1/2022 | 12/16/2022 | Academic Department Specialist ECES | 12 | \$ 21.81 | Full-Time Standing, Probationary | Additional Duties | Secretary, Faculty Senate |
| Agricultural Sciences | Prater, Philip | 7/1/2022 | 7/31/2022 | Professor, Veterinary Sciences | 12 | \$ 8,333.44 | Full-Time Standing | Additional Duties | Veterinary Services |

**Supplemental PAR Report
July - September 2022**

| Department/Office | Name | Effective Date | Ending Date | Title | Contract Months | Salary | Employment Status | Employment Action | Notation |
|---|-------------------------|----------------|-------------|---|-----------------|--------------|----------------------------------|-----------------------------|--|
| Morehead State Police Department | Prater, Robert | 7/1/2022 | 6/30/2023 | Police Officer | 12 | \$ 2.00 | Full-Time Standing | Merit Pay | Hazardous Duty |
| Morehead State Police Department | Prater, Robert | 7/1/2022 | 6/30/2023 | Police Officer | 12 | \$ 4,300.00 | Full-Time Standing | Other | KLEFPF |
| Athletics, Office of | Rhodes, Paul | 7/1/2022 | 6/30/2023 | Ticket/Facilities Manager | 12 | \$ 7,500.00 | Full-Time Standing | Additional Duties | Continuation of additional duties |
| Distance Education & Instructional Design | Scott, Xavier | 7/1/2022 | 6/30/2023 | Director, Distance Education & Instructional Design | 12 | \$ 1,500.00 | Full-Time Standing, Probationary | Additional Duties | Staff Congress Secretary |
| Morehead State Police Department | Smith, Patrick | 7/1/2022 | 6/30/2023 | Police Officer | 12 | \$ 2.00 | Full-Time Fixed, Probationary | Merit Pay | Hazardous Duty |
| Morehead State Police Department | Smith, Patrick | 7/1/2022 | 6/30/2023 | Police Officer | 12 | \$ 4,300.00 | Full-Time Fixed, Probationary | Other | KLEFPF |
| Title IX Administration | Stone, Andrea | 7/1/2022 | 6/30/2023 | Director, Procurement Services | 12 | \$ 20,000.00 | Full-Time Standing | Additional Duties | Title IX Coordinator |
| Morehead State Police Department | Trent, Michael | 7/1/2022 | 6/30/2023 | Police Officer | 12 | \$ 2.00 | Full-Time Fixed, Probationary | Merit Pay | Hazardous Duty |
| Morehead State Police Department | Trent, Michael | 7/1/2022 | 6/30/2023 | Police Officer | 12 | \$ 4,300.00 | Full-Time Fixed, Probationary | Other | KLEFPF |
| Staff Congress | Tuerk, Helisha | 7/1/2022 | 6/30/2023 | Assoc. Dir, RSVP | 12 | \$ 1,500.00 | Full-Time Fixed | Additional Duties | Staff Congress Vice Chair |
| Morehead State Police Department | Wallace, Tyler | 7/1/2022 | 6/30/2023 | Police Officer | 12 | \$ 2.00 | Full-Time Fixed, Probationary | Merit Pay | Hazardous Duty |
| Morehead State Police Department | Wallace, Tyler | 7/1/2022 | 6/30/2023 | Police Officer | 12 | \$ 4,300.00 | Full-Time Fixed, Probationary | Other | KLEFPF |
| Morehead State Police Department | Whitley, Leah | 7/1/2022 | 6/30/2023 | Police Officer | 12 | \$ 4,300.00 | Full-Time Fixed, Probationary | Other | KLEFPF |
| Morehead State Police Department | Whitley, Leah | 7/1/2022 | 6/30/2023 | Police Officer | 12 | \$ 2.00 | Full-Time Fixed, Probationary | Merit Pay | Hazardous Duty |
| History, Philosophy, Politics, Global Studies & Legal Studies | Albrink, Laken | 7/4/2022 | 8/5/2022 | Assistant Professor, Legal Studies | 9 | \$ 2,454.75 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 6 credit hours |
| Foundational & Graduate Studies in Education | Beckham, Leslie | 7/4/2022 | 8/5/2022 | Associate Professor of Education/Academic Director Eagle Scholars/Endowed Professor | 9 | \$ 1,800.00 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| Sociology, Social Work & Criminology | Blankenship, Angela | 7/4/2022 | 8/5/2022 | Instructor, Social Work | 9 | \$ 1,266.66 | Full-Time Fixed | Eight Weeks, Summer Part II | Teaching 6 credit hours |
| Communication, Media & Languages | Brock, Nettie | 7/4/2022 | 8/5/2022 | Assistant Professor, Communication/Convergent Media | 9 | \$ 1,800.00 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| Computer Science & Electronics | Cheng, Cheng | 7/4/2022 | 8/5/2022 | Assistant Professor, Engineering & Technology Management | 9 | \$ 2,144.82 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| Kinesiology, Health, & Imaging Sciences | Clark, Jennifer | 7/4/2022 | 8/5/2022 | Assistant Professor, Imaging Sciences, Diagnostic Medical Sonography Program | 9 | \$ 2,925.00 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| Early Childhood, Elementary & Special Education | Crites, Stephen | 7/4/2022 | 8/5/2022 | Associate Professor, Education | 9 | \$ 1,575.00 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| Mathematics | Dobranski, J. | 7/4/2022 | 8/5/2022 | Associate Professor, Mathematics | 9 | \$ 2,239.95 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 6 credit hours |
| Art & Design | Finch, Julia | 7/4/2022 | 8/5/2022 | Associate Professor, Art History | 9 | \$ 327.00 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| Kinesiology, Health, & Imaging Sciences | Gonzalez, Gina | 7/4/2022 | 8/5/2022 | Professor, Kinesiology | 9 | \$ 1,772.07 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| Physics, Earth Science & Space Systems Engineering | Gonzalez-Espada, Wilson | 7/4/2022 | 8/5/2022 | Professor, Physics & Science Education | 9 | \$ 1,715.27 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 6 credit hours |
| School of Business Administration | Grimes, Connie | 7/4/2022 | 8/5/2022 | Instructor, CIS | 9 | \$ 1,673.22 | Full-Time Fixed | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| School of Business Administration | Grimes, Connie | 7/4/2022 | 8/5/2022 | Instructor, CIS | 9 | \$ 2,039.23 | Full-Time Fixed | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| School of Business Administration | Hypes, Julia | 7/4/2022 | 8/5/2022 | Associate Professor, Sports Management | 9 | \$ 1,284.67 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| School of Business Administration | Hypes, Michael | 7/4/2022 | 8/5/2022 | Associate Professor, Sports Management | 9 | \$ 231.98 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| Foundational & Graduate Studies in Education | Justice, Lenora | 7/4/2022 | 8/5/2022 | Associate Professor of Educational Technology | 9 | \$ 1,800.00 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| School of Business Administration | Lunt, Lucas | 7/4/2022 | 8/5/2022 | Assistant Professor, Marketing | 9 | \$ 354.00 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| History, Philosophy, Politics, Global Studies & Legal Studies | Masterson, James | 7/4/2022 | 8/5/2022 | Associate Professor, Political Science | 9 | \$ 736.19 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| School of Business Administration | Mohamed, Fatma | 7/4/2022 | 8/5/2022 | Associate Professor, Management | 9 | \$ 1,434.00 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| School of Business Administration | Musgrave, Jon | 7/4/2022 | 8/5/2022 | Assistant Professor, Management | 9 | \$ 2,850.00 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| Foundational & Graduate Studies in Education | Nabb, Lee | 7/4/2022 | 8/5/2022 | Associate Professor, Adult & Higher Education | 9 | \$ 1,800.00 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| School of Business Administration | Nataraj, Sam | 7/4/2022 | 8/5/2022 | Associate Dean, School of Business Administration & Professor of CIS | 12 | \$ 3,097.11 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 6 credit hours |
| Foundational & Graduate Studies in Education | Privott, Daryl | 7/4/2022 | 8/5/2022 | Associate Professor of Adult & Higher Education | 9 | \$ 3,600.00 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 6 credit hours |
| Mathematics | Qualls, Joshua | 7/4/2022 | 8/5/2022 | Assistant Professor, Mathematics | 9 | \$ 2,643.49 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 9 credit hours |
| Early Childhood, Elementary & Special Education | Shon, Mee-Ryoung | 7/4/2022 | 8/5/2022 | Associate Professor, Education | 9 | \$ 1,904.25 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| Early Childhood, Elementary & Special Education | Smith, Beverly | 7/4/2022 | 8/5/2022 | Instructor, Education | 9 | \$ 1,800.00 | Full-Time Fixed | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| Sociology, Social Work & Criminology | Susan, Paul | 7/4/2022 | 8/5/2022 | Instructor, Social Work | 9 | \$ 375.00 | Full-Time Fixed | Eight Weeks, Summer Part II | Teaching 6 credit hours |
| Nursing | White, Mary | 7/4/2022 | 8/5/2022 | Associate Professor of Nursing | 9 | \$ 2,058.00 | Full-Time Standing | Eight Weeks, Summer Part II | Teaching 3 credit hours |
| UG Education & Student Success, Off of Assoc Provost | Hinds, Caleb | 7/5/2022 | 7/29/2022 | Ret Spec & Aca Adv/Lect | 12 | \$ 5,000.00 | Full-Time Fixed | Summer II | Summer Success Academy |
| UG Education & Student Success, Off of Assoc Provost | James, Nicholas | 7/5/2022 | 7/29/2022 | Instructor, English | 9 | \$ 5,000.00 | Full-Time Fixed | Summer II | Summer Success Academy |
| UG Education & Student Success, Off of Assoc Provost | Merritt, Christopher | 7/5/2022 | 7/29/2022 | Instructor, Communication | 12 | \$ 4,000.00 | Full-Time Fixed | Summer II | Summer Success Academy |
| UG Education & Student Success, Off of Assoc Provost | Murray, Donnel | 7/5/2022 | 7/29/2022 | Instructor, Communication | 9 | \$ 8,000.00 | Full-Time Standing | Summer II | Summer Success Academy |
| Kinesiology, Health, & Imaging Sciences | Ash, Elizabeth | 7/11/2022 | 8/5/2022 | Instructor, Health & Wellness | 9 | \$ 3,000.00 | Full-Time Fixed | Summer II | Teaching 3 credit hours |
| Sociology, Social Work & Criminology | Barton, Bernadette | 7/11/2022 | 8/5/2022 | Professor, Sociology | 9 | \$ 4,136.34 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| Physics, Earth Science & Space Systems Engineering | Birriel, Jennifere | 7/11/2022 | 8/5/2022 | Professor, Physics | 9 | \$ 5,586.72 | Full-Time Standing | Summer II | Teaching 4 credit hours |
| Psychology | Blackledge, John | 7/11/2022 | 8/5/2022 | Associate Professor, Psychology | 9 | \$ 2,378.32 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| Sociology, Social Work & Criminology | Breschel, Edward | 7/11/2022 | 8/5/2022 | Associate Professor, Sociology | 9 | \$ 8,550.83 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| Computer Science & Electronics | Cheng, Cheng | 7/11/2022 | 8/5/2022 | Assistant Professor, Engineering & Technology Management | 9 | \$ 1,429.88 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| School of Business Administration | Choi, Haiwook | 7/11/2022 | 8/5/2022 | Associate Professor, CIS | 9 | \$ 5,412.15 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| Kinesiology, Health, & Imaging Sciences | Clark, Jennifer | 7/11/2022 | 8/5/2022 | Asst Prof, Imaging Sciences | 9 | \$ 1,050.00 | Full-Time Standing | Additional Duties | Summer II program coord duties |
| Kinesiology, Health, & Imaging Sciences | Clark, Jennifer | 7/11/2022 | 8/5/2022 | Assistant Professor, Imaging Sciences | 9 | \$ 4,500.00 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| Kinesiology, Health, & Imaging Sciences | Clark, Jennifer | 7/11/2022 | 8/5/2022 | Asst Prof, Imaging Sciences | 9 | \$ 3,150.00 | Full-Time Standing | Summer II | Teaching DMS 490 |
| Kinesiology, Health, & Imaging Sciences | Donathan, Lynda | 7/11/2022 | 8/5/2022 | Associate Professor, Imaging Sciences | 9 | \$ 1,154.06 | Full-Time Standing | Summer II | 1 hr supplemental pay Program Coordinator |
| Kinesiology, Health, & Imaging Sciences | Donathan, Lynda | 7/11/2022 | 8/5/2022 | Associate Professor, Imaging Sciences | 9 | \$ 4,500.00 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| Kinesiology, Health, & Imaging Sciences | Dotson, Anthony | 7/11/2022 | 8/5/2022 | Associate Professor, Imaging Sciences | 9 | \$ 1,128.32 | Full-Time Standing | Summer II | 1 hr supplemental pay |
| Kinesiology, Health, & Imaging Sciences | Dotson, Anthony | 7/11/2022 | 8/5/2022 | Associate Professor, Imaging Sciences | 9 | \$ 6,000.00 | Full-Time Standing | Summer II | Teaching 4 credit hours |
| Computer Science & Electronics | Elgazzar, Heba | 7/11/2022 | 8/5/2022 | Assistant Professor, Computer Science | 9 | \$ 3,067.26 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| Kinesiology, Health, & Imaging Sciences | Gevedon, Rodney | 7/11/2022 | 8/5/2022 | Instructor, Imaging Sciences | 9 | \$ 986.80 | Full-Time Fixed | Summer II | 1 hr supplemental pay Clinical Coordinator |
| Kinesiology, Health, & Imaging Sciences | Gevedon, Rodney | 7/11/2022 | 8/5/2022 | Instructor, Imaging Sciences | 9 | \$ 6,000.00 | Full-Time Fixed | Summer II | Teaching 3 credit hours |
| English | Graves, Mark | 7/11/2022 | 8/5/2022 | Professor, English | 9 | \$ 5,393.85 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| Foundational & Graduate Studies in Education | Haller, Lynn | 7/11/2022 | 8/5/2022 | Professor, Psychology | 9 | \$ 3,909.42 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| Psychology | Haller, Lynn | 7/11/2022 | 8/5/2022 | Associate Professor, Psychology | 9 | \$ 6,255.07 | Full-Time Standing | Summer II | Teaching 6 credit hours |

Supplemental PAR Report
July - September 2022

| Department/Office | Name | Effective Date | Ending Date | Title | Contract Months | Salary | Employment Status | Employment Action | Notation |
|---|-------------------------|----------------|-------------|---|-----------------|--------------|-------------------------------|-------------------|--|
| Sociology, Social Work & Criminology | Hardesty, Constance | 7/11/2022 | 8/5/2022 | Associate Professor, Sociology | 9 | \$ 7,773.48 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| School of Business Administration | Hassan, Ahmad | 7/11/2022 | 8/5/2022 | Associate Professor, Management | 9 | \$ 5,736.00 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| English | Hruby, Alison | 7/11/2022 | 8/5/2022 | Associate Professor, English | 9 | \$ 3,600.00 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| Foundational & Graduate Studies in Education | Hughes, Amber | 7/11/2022 | 8/5/2022 | Assistant Professor, Education (Counseling) | 9 | \$ 7,200.00 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| Engineering & Technology Management | Jenab, Kouroush | 7/11/2022 | 8/5/2022 | Assistant Professor, Engineering & Technology Management | 9 | \$ 3,073.65 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| Engineering & Technology Management | Joshi, Nilesh | 7/11/2022 | 8/5/2022 | Professor, Engineering & Technology Management | 9 | \$ 7,372.80 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| Foundational & Graduate Studies in Education | Kessinger, Michael | 7/11/2022 | 8/5/2022 | Associate Professor, Education (Educational Leadership) | 9 | \$ 7,272.36 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| Physics, Earth Science & Space Systems Engineering | Kibria, Md | 7/11/2022 | 8/5/2022 | Assistant Professor of Geoscience | 9 | \$ 3,336.00 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| Psychology | Kidwell, Shari | 7/11/2022 | 8/5/2022 | Associate Professor, Psychology | 9 | \$ 3,984.90 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| Foundational & Graduate Studies in Education | Klecker, Beverly | 7/11/2022 | 8/5/2022 | Professor, Education | 9 | \$ 2,052.42 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| Foundational & Graduate Studies in Education | Lennex, Lesia | 7/11/2022 | 8/5/2022 | Professor, Education | 9 | \$ 3,568.43 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| Middle Grades & Secondary Education | Long, David | 7/11/2022 | 008/05/2022 | Professor, Education | 9 | \$ 3,705.45 | Full-Time Standing | Additional Duties | MSUTeach |
| Art & Design | Maher, Quinn | 7/11/2022 | 8/8/2022 | Instructor, Art and Design (Ceramics) | 9 | \$ 300.00 | Full-Time Fixed | Summer II | Teaching 3 credit hours |
| History, Philosophy, Politics, Global Studies & Legal Studies | Masterson, James | 7/11/2022 | 8/5/2022 | Associate Professor, Political Science | 9 | \$ 6,400.00 | Full-Time Standing | Summer II | Teaching 8 credit hours |
| Nursing | McClave, Ladonna | 7/11/2022 | 8/5/2022 | Associate Professor, Nursing | 9 | \$ 3,150.00 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| School of Business Administration | McCoy, Randall | 7/11/2022 | 8/5/2022 | Associate Professor, CIS | 9 | \$ 5,826.54 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| Art & Design | Mesa-Gaido, Gary | 7/11/2022 | 8/5/2022 | Prof, Art | 9 | \$ 4,485.00 | Full-Time Standing | Additional Duties | Artwork to be completed during summer |
| School of Business Administration | Musgrave, Jon | 7/11/2022 | 8/5/2022 | Assistant Professor, Management | 9 | \$ 2,280.00 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| Foundational & Graduate Studies in Education | Nabb, Lee | 7/11/2022 | 8/5/2022 | Professor, Adult & Higher Education | 9 | \$ 3,600.00 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| Computer Science & Electronics | Ortega-Moody, Jorge | 7/11/2022 | 8/5/2022 | Assistant Professor, Engineering & Technology Management | 9 | \$ 4,593.00 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| School of Business Administration | Peng, Chien-Chih | 7/11/2022 | 8/5/2022 | Professor, Finance | 9 | \$ 10,540.51 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| English | Porter, Daniel | 7/11/2022 | 8/5/2022 | Instructor, English | 9 | \$ 3,000.00 | Full-Time Fixed | Summer II | Teaching 3 credit hours |
| Foundational & Graduate Studies in Education | Privott, Daryl | 7/11/2022 | 8/5/2022 | Associate Professor, Adult & Higher Education | 9 | \$ 150.00 | Full-Time Standing | Summer II | Teaching 1 credit hour |
| School, Engineering & Computer Science | Rashad, Sherif | 7/11/2022 | 8/5/2022 | Professor, Computer Science | 9 | \$ 5,094.00 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| School of Business Administration | Ratliff, Janet | 7/11/2022 | 8/5/2022 | Associate Professor, Mgt & Entrep | 9 | \$ 11,436.48 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| Biology | Reeder, Brian | 7/11/2022 | 8/5/2022 | Professor, Biology | 9 | \$ 9,980.71 | Full-Time Standing | Summer II | Teaching 9 credit hours |
| Mathematics | Ross, Randy | 7/11/2022 | 8/5/2022 | Associate Professor Mathematics | 9 | \$ 4,133.94 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| Mathematics | Schworm, Brian | 7/11/2022 | 8/5/2022 | Instructor, Mathematics | 9 | \$ 500.00 | Full-Time Fixed | Summer II | Teaching 3 credit hours |
| History, Philosophy, Politics, Global Studies & Legal Studies | Scott, Alana | 7/11/2022 | 8/5/2022 | Associate Professor, History | 9 | \$ 4,116.49 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| Kinesiology, Health, & Imaging Sciences | Shepherd, Jonie | 7/11/2022 | 8/5/2022 | Asst Prof, Imaging Sciences | 9 | \$ 1,837.50 | Full-Time Standing | Summer II | Additional teaching load |
| Kinesiology, Health, & Imaging Sciences | Shepherd, Jonie | 7/11/2022 | 8/5/2022 | Asst Prof, Imaging Sciences | 9 | \$ 6,000.00 | Full-Time Standing | Summer II | Teaching 9 credit hours |
| Nursing | Smith-Stephens, Shannon | 7/11/2022 | 8/5/2022 | Assistant Professor, Nursing | 9 | \$ 426.32 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| Engineering & Technology Management | Stapp, Jason | 7/11/2022 | 8/5/2022 | Lab & Facilities Manager | 12 | \$ 1,500.00 | Full-Time Standing | Summer II | Teaching 3 credit hours |
| Engineering & Technology Management | Stubbs, Steven | 7/11/2022 | 8/5/2022 | Visiting Assistant Professor, Career & Technical Education | 9 | \$ 1,800.00 | Full-Time Fixed | Summer II | Teaching 6 credit hours |
| Early Childhood, Elementary & Special Education | Stultz, Sherry | 7/11/2022 | 8/5/2022 | Associate Professor, Education (Learning & Behavior Disorders) | 9 | \$ 4,950.00 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| School of Business Administration | Trent, Christy | 7/11/2022 | 8/5/2022 | Instructor, Business Communicatiosn | 9 | \$ 3,000.00 | Full-Time Fixed | Summer II | Teaching 3 credit hours |
| Nursing | Walters, Michele | 7/11/2022 | 8/5/2022 | Professor, Nursing | 9 | \$ 1,146.98 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| Mathematics | Waltmire, Joshua | 7/11/2022 | 8/5/2022 | Instructor, Mathematics | 9 | \$ 2,000.00 | Full-Time Fixed | Summer II | Teaching 3 credit hours |
| Engineering & Technology Management | Xu, Qingzhou | 7/11/2022 | 8/5/2022 | Associate Professor, Engineering & Technology Management | 9 | \$ 4,464.30 | Full-Time Standing | Summer II | Teaching 6 credit hours |
| Baseball | Aoki, Mikio | 7/16/2022 | 7/16/2022 | Head Baseball Coach | 12 | \$ 3,436.72 | Full-Time Fixed | Other | Retention Stipend |
| Center for STEM+eXcellence | Collins, Ryan | 7/16/2022 | 7/31/2022 | Ground Station Engineer/Operator | 12 | \$ 3,135.00 | Full-Time Fixed | Other | Program Educator for Robot Gladiator Trng Camp |
| Center for STEM+eXcellence | Combs, Michael | 7/16/2022 | 7/31/2022 | Research Engineer (Spacecraft) | 12 | \$ 3,135.00 | Full-Time Fixed | Other | Program Educator for Robot Gladiator Trng Camp |
| Athletics, Office of | Ferguson, Rhonda | 7/16/2022 | 6/30/2023 | Administrative Assistant to Director of Athletics | 12 | \$ 26.96 | Full-Time Standing | Additional Duties | Overtime |
| Biology | Hare, Janelle | 7/16/2022 | 8/15/2022 | Professor, Biology | 9 | \$ 7,395.00 | Full-Time Standing | Grant Work | Grant work |
| UG Education & Student Success, Off of Assoc Provost | Getchell, Morgan | 7/17/2022 | 5/14/2022 | Commencement Speaker Coach | 9 | \$ 500.00 | Full-Time Standing | Additional Duties | Commencement speaker coaching (2 students) |
| Board of Regents | Beckham, Leslie | 7/18/2022 | 8/5/2022 | Associate Professor of Education/Academic Director Eagle Scholars/Endowed Professor | 9 | \$ 350.00 | Full-Time Standing | Additional Duties | BOR secretary duties |
| English | Masclé, Deanna | 7/18/2022 | 7/29/2022 | Instructor, English | 9 | \$ 1,300.00 | Full-Time Fixed | Grant Work | Deeper Dive professional project |
| Office of the President | Calvert, Donna | 7/20/2022 | 8/4/2022 | Administrative Assistant (Office of President) | 12 | \$ 350.00 | Full-Time Standing | Additional Duties | Duties associated with BOR |
| Retention Program | Dennis, Craig | 8/1/2022 | | Retention Specialist/Eagle Success Program Coordinator/Lecturer | 12 | \$ 2,500.00 | Full-Time Standing | Other | Recipient of Dist. Staff Service Award |
| Art & Design | Moore, Robyn | 8/1/2022 | | Assistant Professor, Photography (Traditional and Digital) | 9 | \$ 2,500.00 | Full-Time Standing | Other | Recipient of Dist. Creative Prod. Award |
| Enrollment Services | Neal, Heidi | 8/1/2022 | 8/15/2022 | Assistant Vice President, Enrollment Management | 12 | \$ 3,000.00 | Full-Time Fixed, Probationary | Other | Moving expenses |
| Enrollment Services | Neal, Heidi | 8/1/2022 | 6/30/2023 | Assistant Vice President, Enrollment Management | 12 | \$ 4,644.68 | Full-Time Fixed, Probationary | Other | Vehicle Allowance |
| Financial Aid | Purvis, Tasha | 8/1/2022 | 12/19/2022 | Asst. Dir, Scholarships/Financial Aid | 12 | \$ 2,102.60 | Full-Time Standing | Additional Duties | Director level duties |
| School of Business Administration | Ratliff, Janet | 8/1/2022 | | Associate Professor, Management & Entrepreneurship/Endowed Chair | 9 | \$ 2,500.00 | Full-Time Standing | Other | Recipient of Dist. Faculty Service Award |
| Craft Academy Instruction | Rogers, Rachel | 8/1/2022 | 5/31/2023 | Instructor, Assistant Dir, QEP | 12 | \$ 1,000.00 | Full-Time Fixed | Additional Duties | ECLRP Coach |
| Craft Academy Instruction | Rogers, Rachel | 8/1/2022 | 5/31/2023 | Instructor, Assistant Dir, QEP | 12 | \$ 750.00 | Full-Time Fixed | Additional Duties | KYA Sponsor |
| Craft Academy Instruction | Rogers, Rachel | 8/1/2022 | 5/31/2023 | Instructor, Assistant Dir, QEP | 12 | \$ 4,000.00 | Full-Time Fixed | Additional Duties | Robotics Coach |
| Sociology, Social Work & Criminology | Shannon, Lisa | 8/1/2022 | | Professor, Social Work | 9 | \$ 2,500.00 | Full-Time Standing | Other | Recipient of Dist. Researcher Award |
| Veterinary Technology | Swim, Ashley | 8/1/2022 | 8/1/2022 | Instructor, Veterinary Technology & Clinician (Small Animal - 9 month) | 9 | \$ 500.00 | Full-Time Fixed | Other | Advanced Degree Bonus |
| Sociology, Social Work & Criminology | Fife, Stephen | 8/8/2022 | 12/13/2022 | TRIO Academic Coordinator | 12 | \$ 3,000.00 | Full-Time Fixed | Other | Teaching 3 credit hours |
| Sociology, Social Work & Criminology | Nutter, April | 8/8/2022 | 12/13/2022 | Director Strategic Communications | 12 | \$ 3,000.00 | Full-Time Standing | Other | Teaching 3 credit hours |

Supplemental PAR Report
July - September 2022

| Department/Office | Name | Effective Date | Ending Date | Title | Contract Months | Salary | Employment Status | Employment Action | Notation |
|--|--------------------------|----------------|-------------|--|-----------------|-------------|----------------------------------|-------------------|--|
| Sociology, Social Work & Criminology | Nutter, April | 8/8/2022 | 12/13/2022 | Web Digital Marketing Dir | 12 | \$ 3,000.00 | Full-Time Standing | Other | Teaching 3 credit hours |
| Morehead State Public Radio | Akers, Leeann | 8/15/2022 | 12/9/2022 | News Director | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| Retention Program | Alfrey, Rebecca | 8/15/2022 | 12/9/2022 | Retention Specialist, Academic Advisor/Lecturer | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| Music, Theatre & Dance | Baker, Stacy | 8/15/2022 | 5/12/2023 | Prof., Music | 9 | \$ 4,200.00 | Full-Time Standing | Additional Duties | Department Program Lead |
| Women's Golf | Barker, Stephanie | 8/15/2022 | 8/15/2022 | Women's Head Golf Coach | 12 | \$ 2,229.45 | Full-Time Fixed | Other | Vehicle stipend |
| Sociology, Social Work & Criminology | Barton, Bernadette | 8/15/2022 | 12/9/2022 | Professor, Sociology | 9 | \$ 3,000.00 | Full-Time Standing | Overload | Teaching 3 credit hours |
| Music, Theatre & Dance | Baruth, Lori | 8/15/2022 | 12/9/2022 | Professor, Music (Clarinet) | 9 | \$ 2,000.00 | Full-Time Standing | Overload | 2 hrs load hours reassigned time |
| Women's Volleyball | Becker, Kyrsten | 8/15/2022 | 8/15/2022 | Associate Women's Volleyball Coach | 12 | \$ 1,114.72 | Full-Time Fixed | Other | Fall Vehicle Stipend |
| First Year Seminar | Binion, Tosha | 8/15/2022 | 12/12/2022 | Assistant Director, Scholarships | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| First Year Seminar | Bowling, Rachel | 8/15/2022 | 12/12/2022 | Director, Small Business Development Center | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Teaching 3 credit hours |
| First Year Seminar | Bowman, Ellen | 8/15/2022 | 12/12/2022 | TRIO Academic Coordinator | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Teaching 3 credit hours |
| Retention Program | Boyd, Risa | 8/15/2022 | 12/12/2022 | Retention Specialist & Academic Advisor/Lecturer | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| First Year Seminar | Bryant, Samantha | 8/15/2022 | 12/12/2022 | Associate Dir., Upward Bound (South) | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Teaching 3 credit hours |
| First Year Seminar | Butler, Topaz | 8/15/2022 | 12/12/2022 | Retention Specialist & Academic Advisor/Lecturer | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Teaching 3 credit hours |
| Men's Basketball | Combs, Scott | 8/15/2022 | 6/30/2023 | Assistant Men's Basketball Coach | 12 | \$ 928.94 | Full-Time Fixed | Other | Vehicle Allowance |
| Retention Program | Crail, Stephen | 8/15/2022 | 12/12/2022 | Retention Specialist & Academic Advisor/Lecturer | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| Communication, Media & Languages | Creekmore, Timothy | 8/15/2022 | 12/9/2022 | Studio Supervisor/Mass Communication Lab Manager | 12 | \$ 5,000.00 | Full-Time Standing | Additional Duties | Student Media Operation Supervisor |
| Music, Theatre & Dance | Dale, DuWayne | 8/15/2022 | 12/9/2022 | Director of Bands/Assistant Professor, Music | 11 | \$ 3,000.00 | Full-Time Standing | Overload | Teaching 3 credit hours |
| First Year Seminar | Day, Alicia | 8/15/2022 | 12/12/2022 | Clinical & Field Exp Coord | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| Arts, Humanities & Social Sciences, Off. Of Dean | Dennis, Craig | 8/15/2022 | 12/13/2022 | Ret Sp/Eagle Suc Pro Co/Lecturer | 9 | \$ 3,000.00 | Full-Time Fixed | Other | Teaching MSU 499c 302 |
| First Year Seminar | Fife, Jana | 8/15/2022 | 12/12/2022 | Retention Specialist and Academic Advisor | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Teaching 3 credit hours |
| Communication, Media & Languages | Fife, Jana | 8/15/2022 | 12/13/2022 | Retention Specialist & Academic Advisor/Lecturer | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| Art & Design | Finch, Julia | 8/15/2022 | 12/9/2022 | Associate Professor, Art History | 9 | \$ 3,000.00 | Full-Time Standing | Overload | Teaching 3 credit hours |
| First Year Seminar | Flora, David | 8/15/2022 | 12/12/2022 | Project Manager | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| Women's Soccer | Fox, Chris | 8/15/2022 | 8/15/2022 | Head Women's Soccer Coach | 12 | \$ 2,322.34 | Full-Time Fixed | Other | Fall stipend 1st installment |
| Arts, Humanities & Social Sciences, Off. Of Dean | Grimes, Connie | 8/15/2022 | 12/13/2022 | Instructor, CIS | 9 | \$ 3,000.00 | Full-Time Fixed | Other | Teaching MSU 499c 301 |
| First Year Seminar | Gullett, Kristina | 8/15/2022 | 12/12/2022 | Assistant Receivables Manager | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Teaching 3 credit hours |
| Communication, Media & Languages | Hammonds, Pamela | 8/15/2022 | 12/9/2022 | Library Associate B | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| Communication, Media & Languages | Hannon, James | 8/15/2022 | 12/9/2022 | Publications Writer | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| School of Business Administration | Hassan, Ahmad | 8/15/2022 | 12/9/2022 | Professor, Management | 9 | \$ 3,000.00 | Full-Time Standing | Overload | Teaching 3 credit hours |
| Art & Design | Hawkins, Susan | 8/15/2022 | 5/12/2023 | Instructor, Art Education/Outreach Educator | 9 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Outreach Educator for KY Folk Art Cntr |
| Music, Theatre & Dance | Hayes, William | 8/15/2022 | 12/9/2022 | Technical Director/Scene Shoop Supervisor-Lecturer of Theatre | 12 | \$ 3,000.00 | Full-Time Standing | Overload | Teaching 3 credit hours |
| English | Hill, Jeffery | 8/15/2022 | 12/13/2022 | Prof., Mass Communications | 9 | \$ 6,300.00 | Full-Time Standing | Additional Duties | Department Program Lead |
| Mathematics | Hinds, Caleb | 8/15/2022 | 12/12/2022 | Ret Spec & Aca Adv/Lect | 12 | \$ 6,000.00 | Full-Time Fixed | Additional Duties | Teaching 2 Enhanced Math Classes |
| Retention Program | Hogge, Amanda | 8/15/2022 | 12/12/2022 | Retention Specialist & Academic Advisor/Lecturer | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| First Year Seminar | Isaac, Brandon | 8/15/2022 | 12/12/2022 | TRIO Academic Coordinator | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Teaching 6 credit hours |
| English | James, Nicholas | 8/15/2022 | 12/9/2022 | Instructor, English | 9 | \$ 4,000.00 | Full-Time Fixed | Overload | Teaching 3 credit hours |
| First Year Seminar | Johnson, Laken | 8/15/2022 | 12/12/2022 | Technology Account Specialist | 12 | \$ 3,000.00 | Full-Time Standing, Probationary | Additional Duties | Teaching 3 credit hours |
| English | Johnson, Patrick | 8/15/2022 | 12/9/2022 | Instructor, English | 9 | \$ 4,000.00 | Full-Time Fixed | Overload | Teaching 3 credit hours |
| First Year Seminar | Martin, Billy | 8/15/2022 | 9/2/2022 | Director, Student Engagement | 12 | \$ 529.41 | Full-Time Fixed | Additional Duties | 3 weeks teaching |
| Women's Volleyball | Martin, Sarah | 8/15/2022 | 8/15/2022 | Assistant Women's Volleyball Coach | 12 | \$ 1,857.87 | Full-Time Fixed | Other | Fall Vehicle Stipend |
| Music, Theatre & Dance | Mason, Brian | 8/15/2022 | 12/9/2022 | Professor, Music (Percussion) | 9 | \$ 3,000.00 | Full-Time Standing | Overload | Teaching 3 credit hours |
| UK Physicians Assistant Program | McCarty, Benny | 8/15/2022 | 6/30/2022 | IT Services Coordinator/Technology Liason | 12 | \$ 22.23 | Full-Time Standing | Additional Duties | Tech support for UK PA program |
| Communication, Media & Languages | Middleton, Steve | 8/15/2022 | 12/9/2022 | Instructor, Mass Communications | 9 | \$ 3,000.00 | Full-Time Fixed | Overload | Teaching 3 credit hours |
| English | Modaff, Allison | 8/15/2022 | 12/9/2022 | ABE Instructor II | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Teaching 3 credit hours |
| Engineering & Technology Management | Oatman, Kim | 8/15/2022 | 12/13/2022 | Chief Facilities & Operations | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| Communication, Media & Languages | Pace, Joel | 8/15/2022 | 12/9/2022 | Director, Eagle Scholars Program | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| Retention Program | Pace, Lora | 8/15/2022 | 12/12/2022 | Director, First & Second Year Programs | 12 | \$ 6,000.00 | Full-Time Standing | Additional Duties | Teaching 6 credit hours |
| Music, Theatre & Dance | Paise, Michele | 8/15/2022 | 12/9/2022 | Assistant Professor, Music | 9 | \$ 3,000.00 | Full-Time Standing | Overload | Student Teaching - 3 students |
| First Year Seminar | Pollitt Clark, Stephanie | 8/15/2022 | 12/12/2022 | Assistant Director, Student Housing | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Teaching 3 credit hours |
| English | Porter, Daniel | 8/15/2022 | 12/9/2022 | Instructor, English | 9 | \$ 3,000.00 | Full-Time Fixed | Overload | Teaching 3 credit hours |
| English | Potter, David | 8/15/2022 | 12/9/2022 | Associate Director, Language Arts & Instruction | 12 | \$ 6,600.00 | Full-Time Fixed | Additional Duties | Adjunct pay teaching 3 Grad, + 3 UG credit hours |
| First Year Seminar | Prater, Misty | 8/15/2022 | 12/12/2022 | TRIO Academic Coordinator | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Teaching 3 credit hours |
| Kinesiology, Health, & Imaging Sciences | Prater, Misty | 8/15/2022 | 12/9/2022 | TRIO Academic Coordinator | 12 | \$ 6,000.00 | Full-Time Fixed | Additional Duties | Teaching 6 credit hours |
| First Year Seminar | Quickel, Casey | 8/15/2022 | 12/12/2022 | Associate Director, Student Housing | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Teaching 3 credit hours |
| School of Business Administration | Ratliff, Janet | 8/15/2022 | 12/9/2022 | Associate Professor, Management & Entrepreneurship/Endowed Chair | 9 | \$ 3,000.00 | Full-Time Standing | Overload | Teaching 3 credit hours |
| English | Reding, Timothy | 8/15/2022 | 12/9/2022 | Instructor, English | 9 | \$ 4,000.00 | Full-Time Fixed | Overload | Teaching 3 credit hours |
| Communication, Media & Languages | Robinson, Rianna | 8/15/2022 | 12/9/2022 | Content Specialist | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| First Year Seminar | Scott, Xavier | 8/15/2022 | 12/12/2022 | Director, Distance Education & Instructional Design | 12 | \$ 3,000.00 | Full-Time Standing, Probationary | Additional Duties | Teaching 3 credit hours |
| First Year Seminar | Sexton, Gabria | 8/15/2022 | 12/12/2022 | Human Resources Generalist (Benefits) | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| Men's Basketball | Spradlin, Preston | 8/15/2022 | 8/15/2022 | Head Baseball Coach | 12 | \$ 2,957.12 | Full-Time Fixed | Other | Vehicle stipend |
| School of Business Administration | Stapleton, Samuel | 8/15/2022 | 12/9/2022 | Instructor, Management | 9 | \$ 3,000.00 | Full-Time Fixed | Overload | Teaching 3 credit hours |
| First Year Seminar | Stevens, Tina | 8/15/2022 | 12/12/2022 | Curriculum Management & Systems Coordinator | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| Communication, Media & Languages | Stevens, Tina | 8/15/2022 | 12/13/2022 | Curriculum Management & Systems Coordinator | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| Football | Tenyer, Robert | 8/15/2022 | 8/15/2022 | Head Football Coach | 12 | \$ 2,090.11 | Full-Time Fixed | Other | Fall stipend 1st installment |
| First Year Seminar | Timmerman, Jennifer | 8/15/2022 | 12/12/2022 | Director, Transition Services | 12 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Teaching 3 credit hours |
| First Year Seminar | Toy, Leslee | 8/15/2022 | 12/12/2022 | Alumni & Donor Experience Officer | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Teaching 3 credit hours |
| First Year Seminar | Tuerk, Helisha | 8/15/2022 | 12/12/2022 | Associate Director, Retired Senior Volunteer Program | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Teaching 3 credit hours |
| Library Instruction | Ward, Lucinda | 8/15/2022 | 12/9/2022 | Instructional Librarian for Distance and Online Learning | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Teaching 3 credit hours |
| Library Instruction | Watkins, Rodney | 8/15/2022 | 12/9/2022 | Systems Librarian | 12 | \$ 1,000.00 | Full-Time Standing | Additional Duties | Teaching 1 credit hour |
| Athletics, Office of | Blanton, Andrew | 8/16/2022 | 11/30/2022 | Coord., MSU at Prestonsb | 12 | \$ 1,210.00 | Full-Time Standing | Other | Football color broadcasts for ESPN |

Supplemental PAR Report
July - September 2022

| Department/Office | Name | Effective Date | Ending Date | Title | Contract Months | Salary | Employment Status | Employment Action | Notation |
|---|-------------------|----------------|-------------|---|-----------------|--------------|-------------------------------|-------------------|--|
| Craft Academy Student Services | Fouts, Benjamin | 8/16/2022 | 6/30/2023 | Craft Academy Enrollment Services Counselor | 12 | \$ 26.15 | Full-Time Fixed | Additional Duties | Craft Academy Student Ambassador Sponsor |
| Craft Academy | Manns, Teddi | 8/16/2022 | 6/30/2023 | Residence Life Coordinator | 12 | \$ 500.00 | Full-Time Fixed, Probationary | Additional Duties | Craft Academy Student Ambassador Sponsor |
| Craft Academy | Ratliff, Garrick | 8/16/2022 | 6/30/2023 | Assistant Director, Guidance Counseling Services | 12 | \$ 500.00 | Full-Time Standing | Additional Duties | Craft Academy Student Ambassador Sponsor |
| Craft Academy | Schubert, Joe | 8/16/2022 | 5/16/2022 | Library Assoc (LTL) | 12 | \$ 4,000.00 | Full-Time Standing | Additional Duties | MakerSpace mentor |
| Craft Academy Student Services | Stubbs, Steven | 8/16/2022 | 5/15/2023 | Visit Asst Prof, C&TE | 9 | \$ 4,000.00 | Full-Time Fixed | Additional Duties | Coach/Mentor for Solar Car Challenge |
| Kinesiology, Health, & Imaging Sciences | Evans, Stephanie | 8/18/2022 | 12/12/2022 | Coordinator, Program & Initiatives | 12 | \$ 3,000.00 | Full-Time Fixed | Additional Duties | Teaching 3 credit hours |
| Recreation & Wellness | Baldwin, Farrah | 8/22/2022 | 6/30/2023 | Retention Specialist/Academic Advisor/Lecturer | 12 | \$ 18.00 | Full-Time Standing | Additional Duties | Group Fitness Instructor |
| Recreation & Wellness | Guerin, Lynn | 8/22/2022 | 6/30/2022 | Professor, Social Work | 9 | \$ 18.00 | Full-Time Standing | Additional Duties | Group Fitness Instructor |
| Women's Basketball | Petree, Cayla | 8/30/2022 | 8/30/2022 | Head Women's Basketball Coach | 12 | \$ 2,229.45 | Full-Time Fixed | Other | Vehicle stipend |
| Men's Basketball | Spradlin, Preston | 8/30/2022 | 8/30/2022 | Head Men's Basketball Coach | 12 | \$ 15,743.21 | Full-Time Fixed | Other | Retention Bonus/Car Stipend |
| Diversity | Miller, April | 8/31/2022 | 12/31/2022 | Dean, Volgenau College of Education/Professor | 12 | \$ 1,000.00 | Full-Time Fixed | Additional Duties | Diversity & Inclusion Ambassador |
| Diversity | Stapleton, Samuel | 8/31/2022 | 12/31/2022 | Instructor, Management | 9 | \$ 1,000.00 | Full-Time Fixed | Additional Duties | Diversity & Inclusion Ambassador |
| First Year Seminar | Maynard, Amanda | 9/5/2022 | 12/13/2022 | Coordinator, Fraternity & Sorority Life | 12 | \$ 2,470.58 | Full-Time Fixed, Probationary | Additional Duties | Teaching 3 credit hours partial semester |
| Art & Design | Mesa-Galdo, Gary | 9/5/2022 | 12/9/2022 | Professor, Art | 9 | \$ 3,000.00 | Full-Time Standing | Additional Duties | Centennial art project |
| Communication, Media & Languages | Akers, Leeann | 9/12/2022 | 12/9/2022 | News Director (MSPR) | 12 | \$ 2,250.00 | Full-Time Standing | Overload | Teaching 3 credit hours |
| Communication, Media & Languages | Brock, Nettle | 9/12/2022 | 12/9/2022 | Assistant Professor, Communication/Convergent Media | 9 | \$ 2,437.50 | Full-Time Standing | Overload | Teaching 3 credit hours |
| Communication, Media & Languages | Cornett, Gary | 9/12/2022 | 12/9/2022 | VA, Ath Elig&Records Pro | 12 | \$ 2,250.00 | Full-Time Standing | Overload | Teaching 3 credit hours |
| Communication, Media & Languages | Hammonds, Pamela | 9/12/2022 | 12/9/2022 | Lib Assoc (B Inst Serv) | 12 | \$ 2,250.00 | Full-Time Standing | Overload | Teaching 3 credit hours |
| Payroll | McWain, Tina | 9/16/2022 | 9/30/2022 | Payroll Manager | 12 | \$ 1,600.00 | Full-Time Standing | Additional Duties | Perkins Loan accounts |

Total Appointment Status Actions: 281

APPROVE POLICE MANUAL UPDATES

Recommendation:

That the Board of Regents, upon recommendation of the President, approve the attached police manual updates.

Background:

The Morehead State University Police Department was approved for re-accreditation on October 21, 2022, by the full board of the Kentucky Association of Chiefs of Police (KACP). This is the 6th re-accreditation for the department. The MSU Police Department has now been accredited for 26 years, and is the second longest tenured state university police department to be accredited.

With the re-accreditation of the department, changes were required in three (3) current sections of the Standard Operating Procedure Manual, along with four (4) new chapters added as part of the re-accreditation process.

The following policies need approval by the Morehead State University Board of Regents:

Chapter 7 – Response to Resistance; Section VI, D, i- new and highlighted

Section II – Manual – reference to policy software PNAM added to policy and highlighted

Chapter 13 – Disciplinary Action & Grievance Procedures – designated where to keep records of disciplinary action and highlighted

(New Policy Chapters)

Chapter 73 – Biased Based Policing

Chapter 74 – Emergency Assistance

Chapter 75 – Hazardous Materials

Chapter 76 – Prescription Drug Take-Bake Program

Prepared by Russell Mast



Morehead State University Police Department Standard Operating Procedure Manual



| | | |
|--|--|--|
| Title: Response to Resistance | Chapter: 7 Page(s): 1-9 | KACP 1.3, 1.8, 1.9, 1.10, 1.11, 1.12, 1.13, 1.14 |
| Approved Date: September 2022 | Review Month: July | Issued by: Colonel Merrell J. Harrison Chief of Police |

- I. **Purpose:** The purpose of this policy is to direct officers in the appropriate use of force.
- II. **Policy:** The policy of this department is to protect and serve all citizens while at the same time respecting the rights of suspects and balancing the need for officer safety in use of force events. It is the policy of this department that officers will use only reasonable force to bring an incident or event under control. Reasonable force is only that force which is necessary to accomplish lawful objectives. All uses of force must be objectively reasonable. The agency and all officers recognize that the sanctity of human life serves as the guiding principle in response to resistance decisions.
- III. **Definitions:**
- A. **Deadly Force:** The Federal Courts have defined deadly force as any force which creates a substantial likelihood of death or serious bodily harm. The Kentucky Legislature has further defined deadly force in K.R.S. 503.010: "Deadly physical force" means force which is used with the purpose of causing death or serious physical injury or which the defendant knows to create a substantial risk of causing death or serious physical injury.
 - B. **Imminent:** Has a broader meaning than immediate or instantaneous, the concept of imminent should be understood to be elastic, involving an ongoing period of time depending on the circumstances rather than a moment in time under the definition of immediate.
 - C. **Immediate means:** That the officer is faced with an instantaneous, or presently occurring threat of serious bodily harm or death.
 - D. **Chokehold:** means applying any direct pressure to the throat, windpipe, or airway of another with the intent to reduce or prevent the intake of air. "Chokehold" does not include any holding involving contact with the neck that is not intended to reduce the intake of air.
 - E. **Neck Restraint:** A method of rendering a person unconscious by restricting the flow of blood to the brain by compressing the sides of the neck where the carotid arteries are located.

- F. Intervene:** To come between, whether verbally or physically, to change the course of events that clearly violate the law or agency policy.
- G. De-escalation.** Reduce the intensity of a conflict or potentially violent situation.
- H. Objectively Reasonable:** The amount of force that would be used by other reasonable and well-trained officers when faced with the circumstances that the officer using the force is presented with.
- I. Reasonable Belief:** Reasonable belief means that the person concerned, acting as a reasonable person believes that the prescribed facts exist.
- J. Serious Physical Injury:** "Serious physical injury" means physical injury which creates a substantial risk of death, or which causes serious and prolonged disfigurement, prolonged impairment of health, or prolonged loss or impairment of the function of any bodily organ"
- K. Physical Injury:** Substantial physical pain or any impairment of a physical condition.
- L. Electronic Control Device:** Electronic Control Devices, TASER,TM or stun-guns (electronic control weapons) that disrupt the central nervous system of the body.
- M. Active resistance:** a subject actively resists when they take affirmative action to defeat an officer's ability to take them into custody.
- N. Active Aggression:** verbal or physical behavior that creates an imminent risk of physical injury to a subject, officer, or third party, but would not lead a reasonable officer to perceive a risk of serious physical injury or death.
- O. Excessive Force:** is force that is not objectively reasonable from the perspective of a reasonable officer in similar circumstances. Excessive force will not be tolerated.
- P. Physical force:** Use of any part of an officer's body, such as joint manipulation, leverage, pain compliance, take-down maneuvers or neck restraint holds.
- Q. Chemical spray:** Use of any chemical agent to overcome subject resistance.
- R. Impact tools/strikes:** Use of any tools, object or body part to strike a subject
- S. Electronic tools:** Use of any electronic equipment on a subject being controlled

IV. Procedure:

- A.** In determining the appropriate level of force officers should apply the levels of force under the department's trained use of force continuum along with the following three factor test:
 1. How serious is the offense the officer suspected at the time the particular force used?
 2. What was the physical threat to the officer or others?
 3. Was the subject actively resisting or attempting to evade arrest by flight?
- B.** Officers may sometimes be required to take custody or otherwise control an individual who is a danger to themselves or others due to a medical or mental health emergency. In these cases, an officer may be required to use objectively reasonable force. In determining whether force is appropriate and the proper under the department's trained response to resistance options, the officer should consider the following three factor test:
 1. Was the person experiencing a medical emergency that rendered him incapable of making a rational decision under circumstances that posed an immediate threat of serious harm to himself or others?

2. Was some degree of force reasonably necessary to ameliorate or reduce the immediate threat?
 3. Was the force used more than reasonably necessary under the circumstances (i.e., was it excessive)?
- C. Force Options:** Officers have several force options that will be dictated by the actions of the suspect upon the appearance of the police officer. Officers may be limited in their options due to the circumstances and actions of the subject. For example, an officer who immediately observes a subject with a firearm unjustifiably threatening another may immediately respond with deadly force without considering other force options.
1. **Command Presence:** Visual appearance of officer where it is obvious to the subject due to the officer's uniform or identification that the officer has the authority of law.
 2. **Verbal Commands:** Words spoken by the officer directing the subject as to the officer's expectations.
 3. **Soft Empty Hand Control:** Officer's use of hands on the subject to direct the subject's movement; Techniques that have a low potential of injury to the subject.
 4. **Chemical Spray:** Where subject exhibits some level of active resistance/active aggression, officers may use chemical spray to temporarily incapacitate the subject.
 5. **Electronic Control Devices:** Where subject exhibits some level of active resistance/active aggression an officer may use an electronic control device to temporarily incapacitate the subject.
 6. **Hard Hand Control:** Punches and other physical strikes, including knees, kicks and elbow strikes that have the possibility of creating mental stunning and/or motor dysfunction.
 7. **Impact Weapons:** Batons, ASP/Expandable Baton may be utilized in cases where the officers believe the use of these weapons would be reasonable to bring the event under control. Examples would be where other options have been utilized and failed or where based on the officer's perception at the time, the other options would not be successful in bringing the event to a successful conclusion.
 8. **Canine:** Use of canine to bite and hold subject to prevent escape or to gain control of a subject who is actively aggressing toward officer(s). Prior to deployment of a canine, a warning in the form of an announcement shall be made. Use of a canine will be reported on a special form to capture any form of use regardless of whether contact is made.
 9. **Deadly Force:** The Federal Courts have defined deadly force as any force when employed may bring about serious bodily injury or death. The Kentucky Legislature has further defined deadly force in K.R.S. 503.010: "Deadly physical force" means force which is used with the purpose of causing death or serious physical injury or which the defendant knows to create a substantial risk of causing death or serious physical injury.
- D. Deadly Force:** The use of deadly force is objectively reasonable
1. When the officer is faced with an immediate threat of serious physical injury or death to him/herself, or some other person who is present, or;
- E. Kentucky statutory law provides:**

1. The use of physical force by an officer upon another person is justifiable when the officer, acting under official authority, is making or assisting in making an arrest, and he:
 - A. Believes that such force is necessary to effect the arrest;
 - B. Makes known the purpose of the arrest or believes that it is otherwise known or cannot reasonably be made known to the person to be arrested; and
 - C. Believes the arrest to be lawful.
2. The use of deadly physical force by a defendant upon another person is justifiable only when:
 - A. The officer, in effecting the arrest, is authorized to act as a peace officer; **and**
 - B. The arrest is for a felony involving the use or threatened use of physical force likely to cause death or serious physical injury; **and**
 - C. The officer believes that the person to be arrested is likely to endanger human life unless apprehended without delay.
- F. In all deadly force events, officers should warn the subject prior to using deadly force where feasible.
- G. Once the subject's active resistance has ceased and control has been gained an officer is no longer authorized to use force. If any person is injured and requires medical attention, officers of this agency shall request medical assistance and may render aid in accordance with their training.
- H. Discharge of Firearms Restrictions:
 1. Warning Shots are prohibited
 2. Discharge of firearms is prohibited when the officer is presented with an unreasonable risk to innocent third parties.
 3. When a moving vehicle is involved, use of deadly force by discharging a firearm is dangerous, can be ineffective, and should not occur when there is an unreasonable risk to the safety of persons other than the subject. Whenever possible, officers should avoid placing themselves in a position where use of deadly force is the only alternative.
 4. Even when deadly force is justified, firearms shall not be discharged at a vehicle unless:
 - A. The officer has a reasonable belief that an occupant of the vehicle poses an imminent threat of death or serious physical injury to the officer or another person, or
 - B. The officer has a reasonable belief that an occupant is using the vehicle in a manner that poses an immediate threat of death or serious physical injury to the officer or another person, and there is no avenue of escape.
- I. **Chokeholds & Neck Restraints:** An officer shall not use a chokehold or neck restraint in the performance of his or her duties, **unless deadly force is justified.**
 - A. Officers may use reasonable force to lawfully seize evidence and to prevent the destruction of evidence. Officers shall not intentionally use any technique that restricts blood flow to the head, restricts respiration or which creates a reasonable likelihood that blood flow to the head or respiration would be restricted for the purpose of seizing evidence or preventing the destruction of evidence by ingestion.

J. Post-Restraint:

- A.** Officers restraining a subject should be cognizant of and avoid positional asphyxia. This agency prohibits prolonged face-down prone restraint.
- B.** As soon as practicable after the subject stops resisting, monitor the subject's condition. If the subject has difficulty breathing, exhibits other obvious signs of medical distress identifiable by any layperson, or requests medical assistance, officers of this agency shall request medical assistance and may render aid in accordance with their training.
- C.** If the subject is being lodged in a correctional facility or taken to a medical facility, advise the intake personnel that the subject was rendered unconscious or subjected to a chokehold (deadly force) during restraint.

K. Less-Lethal Weapons/Tactics: Prior to deployment of any less-lethal weapon, officers must be trained and certified through this agency or the manufacturer in a recognized training program covering the proper use of the weapon from both the technical and legal aspects. All deployments must be consistent with departmental use of force training and policy.

1. Chemical Spray:

- A.** Chemical Spray shall not be deployed as a compliance technique for a person who is passively or verbally non-compliant. Active resistance/active aggression shall be required.
- B.** Chemical Spray shall never be used as a punitive measure.
- C.** Officers should never spray from a pressurized can directly into a subject's eyes from a close distance due to the potential for eye injury as a result of the pressurized stream. Officers should never spray directly into a subject's eyes from closer than three feet or the distance recommended by the manufacturer of the spray (whichever is shorter) unless deadly force would be justified.
- D.** Officers shall consider alternatives to chemical spray when attempting to control a subject in a crowded-enclosed area due to the innocent over-spray that may cause the onset of panic.
- E.** Officers shall consider alternatives to chemical spray when the event is inside a building, particularly where the building has a closed-ventilation system due to the potential impact on innocent persons who may have to be evacuated (temporarily) from the locations.
- F.** Once control is gained, officers should immediately provide for the decontamination of the subject.
- G.** If the person shows any signs of physical distress or does not recover in a reasonable amount of time, officers should immediately direct an emergency medical response and render first-aid at the degree for which they are trained.

2. Electronic Control Devices

- A.** An electronic control device as a force option is the same level of force as chemical spray.
- B.** Electronic Control Device must be worn on the weak-side in either a weak-hand draw or cross-draw position.

- C.** Electronic Control Device deployment shall not be considered for the passively resistant subject. Active resistance or active aggression shall be required.
- (a)** Flight from an officer, standing alone, is not a justification for the use of an electronic control device. Officers should consider the nature of the offense suspected the level of suspicion with respect to the person fleeing, and the risk of danger to others if the person is not apprehended immediately. Additionally, officers should consider the type of area, i.e. asphalt, railroad tracks, grass etc.
 - (b)** Officers must be trained concerning ability of electrical charge to act as an ignition for combustible materials. (Note: Officers have been seriously injured and or killed after deploying a Electronic Control Device in the presence of open natural gas during suicidal person call)
 - (c)** Multiple Electronic Control Device deployments against an individual may increase the likelihood of serious injury where the individual is suffering from other symptoms such as cocaine intoxication. Policy and training should encourage officers to minimize the successive number of discharges against an individual where possible.
 - (d)** The agency recognizes however, particularly where back-up officers are unavailable, that multiple applications may be necessary to gain or maintain control of a combative individual.
 - (e)** No more than one officer should deploy an electronic control device against a single individual at the same time.
 - (f)** A contributing factor to serious injury or death is the level of a subject's exhaustion. Studies recommend that when an officer believes that control of a subject will be necessary and met with resistance, deployment of the Electronic Control Device should be considered early on in the event so that the person has not reached a level of exhaustion prior to the Electronic Control Device's use.
 - (g)** In cases where subject is actively resisting an officer's attempt to take them into custody but not threatening the officer with an assault-it is recommended that the Electronic Control Device be used in the "push [drive] stun mode."
 - (h)** The preferred targeting is the center mass of the subject's back, however it is recognized that it is not always possible to get behind the subject.
 - (i)** Where back-targeting is not possible, frontal targeting should be lower center mass, intentional deployments to the chest shall be avoided where possible.
 - (j)** Officers who are aware that a female subject is pregnant shall not use the Electronic Control Device unless deadly force would be justified due to the danger created by the secondary impact or the possibility of muscle contractions leading to premature birth.
 - (k)** Officers shall make all reasonable efforts to avoid striking persons in the head, neck, eyes or genitals.
 - (l)** Officers are prohibited from using the device as punitive measure.
 - (m)** Electronic Control Devices shall not be used against person who is in physical control of a vehicle in motion unless deadly force would be justified based on an existing imminent threat.
 - (n)** A warning prior to discharge is preferred but not always necessary for this type of force to be considered reasonable, model policies as well as

courts have noted that giving a subject, who is assaultive toward the officer, a warning may enhance the danger to the officer and the subject by giving the subject time to avoid the deployment. See: *Draper v. Reynolds*, 369 F.3d 1270 (11th Cir. 2004).

- (o) Officers shall make all efforts to warn other officers that a deployment is about to occur.
- (p) The device shall never be used on a handcuffed person to force compliance unless the subject is actively resistant and control cannot be otherwise accomplished.
- (q) Officers should consider the location and environment of the subject. i.e. Is the subject at the top of a stairwell such that when incapacitated by the Electronic Control Device they fall down the stairs causing a collateral injury. Officers shall avoid using Electronic Control Device in cases where the subject is elevated i.e. roof, fire escape, tree, bridge, stairwell, etc. etc. such that the secondary impact may cause serious injury.
- (r) Officers should be aware that a subject's heavy clothing may impact the effectiveness of the electronic control device.
- (s) Officers should consider whether the subject has been exposed to combustible elements that may be on their person such as gasoline. The use of an Electronic Control Device on such persons may cause an ignition and fire.
- (t) Officers should consider the particular subject and any vulnerabilities they may have such as: a person who is small in stature or very frail will be more dramatically impacted; some agencies have been criticized as well as sued for use on pregnant women, the very young and the elderly.
- (u) Alternative tactics shall be utilized where the officer has prior information that the subject suffers from a disability which would increase the danger to that person by using the Electronic Restraint Device. i.e. A person at the scene tells an officer that the subject has a heart condition.
- (v) Deployed probes that have been removed from a suspect should be treated as a bio-hazard.
- (w) Where EMS is available, their services may be utilized for the removal of darts that have penetrated the skin as long as such removal can be accomplished without causing further injury or pain to the subject.
- (x) All persons who have been the subject of a Electronic Control Device deployment shall be monitored for a period of time with a focus on symptoms of physical distress. Any person who appears to be having any form of physical distress following the deployment of an ECD, shall be transported to a medical facility for a medical examination. It should be noted that studies indicate that persons who suffer from excited delirium may not be immediately impacted and the onset of difficulty may occur a period of time after the police control event.
- (y) Mandatory Medical Clearance at Hospital:
 - (i) Persons struck in a sensitive area-eyes, head, genitals, female breasts.
 - (ii) Where the probes have penetrated the skin and Officers/EMS cannot safely remove darts in accord with this policy.
 - (iii) Persons who do not appear to have fully recovered after a short period of time (Model Policies use a ten-minute time limit

however officers who observe unusual physical distress should immediately call for medical assistance and should not wait the ten-minute recovery period recommended by some of the model policies)

(iv) Persons who fall into one of the vulnerable classes such as juveniles, pregnant women, persons who are small in stature, persons who officers become aware have a pre-existing medical condition that increases danger and the elderly.

(v) Subject who request medical assistance.

(z) Documentation:

(i) All deployments of an Electronic Control Device shall be documented including those cases where a subject complies once threatened with such a device. By documenting the non-discharge uses, an agency establishes officer judgment and control as well as the deterrent effect of this tool.

(ii) Photographs of the affected area, shall be taken following the removal of darts from the subject to document any injury. Where the push-stun method has been used, photographs are extremely important due to the increased potential for this method to cause scarring.

(iii) Supervisory personnel shall be notified and review all Electronic Control Device deployment for consistency with policy and training.

(iv) Darts/Cartridges shall be properly stored and maintained as evidence following a discharge.

(v) Officers are required to complete a "use of force/response to active resistance form" which shall be reviewed by a supervisor following the ECD use.

(vi) All deployments shall be reviewed by the agency as well as training personnel.

(vii) Where there is any indication of lasting injury, claim or complaint internal data from device shall be maintained.

(viii) All ECD units will be audited quarterly to ensure that all deployment/activations have been reported as required.

3. Impact Weapons: Batons, ASP/Expandable Baton

A. Impact weapons may be utilized in cases where the officers believe the use of these weapons would be reasonable to bring the event under control.

B. Examples would be where other options have been utilized and failed or where based on the officer's perception at the time, the other options would not be successful in bringing the event to a successful conclusion.

C. Officers shall not intentionally strike a person in the head with an impact weapon unless deadly force would be justified.

V. Duty to Intervene:

In accordance with the agency's Duty to Intervene policy, officers of this agency have an affirmative duty to intervene if they witness a response to resistance that is clearly unreasonable. Any officer present and observing another officer using

force that is clearly beyond that which is reasonable under the circumstances shall, when in a position to safely do so, intervene to prevent the use of unreasonable force. An officer who observes another employee's response to resistance that exceeds the degree of force permitted by law should promptly report these observations to a supervisor.

VI. Reporting Control to Active Resistance:

- A. Purpose (Reporting):** It is the purpose of this policy to provide police employees and supervisors with guidelines for reporting control to active resistance. The department will develop a Report to Control Active Resistance (RCAR) form to capture all required information described in this policy.
- B. Policy (Reporting):** Police officers are given the authority to use force to overcome a subject's resistance to the officer's order to comply, effect arrest, defend against assault, and prohibit flight. It is incumbent that officers be held accountable to safeguard the rights of members of the public. This policy mandates that members of the Department accurately, completely and timely report subject control of active resistance and a supervisor conducts a prompt investigation and reports this investigation findings.
- C. Procedures (Reporting):**
 - 1. Officers who become involved in an incident that requires any degree of force are required to immediately notify their supervisor. The involved officer will provide a detailed documentation of the use of force utilized in the official police report prepared for the incident involved. In cases where no supervisor is working the officer will also be responsible for completing the RCAR report identified below prior to the end of their shift.
 - 2. A Report to Control Active Resistance (RCAR) form shall be prepared by a supervisor whenever an officer of this agency utilizes reportable force, as described in the definition of this policy, in the performance of their duties.
 - 3. The RCAR form will be completed in detail including a narrative account of the following:
 - A.** The actions of the subject that necessitated that use of force as a response to overcome the active resistance of the subject.
 - B.** The reasons why force was required and the type of force the officer utilized in overcoming the resistant subject.
 - C.** Any injuries or complaint of injuries of either the subject or the officer and any medical treatment received.
- D. Supervisory Responsibilities:** Once notified of an incident in which an officer has utilized force, the supervisor will immediately respond to the scene to investigate the incident. If the involved officer's supervisor is not available to respond, another supervisor will be dispatched to complete the RCAR. The supervisor will accomplish the following investigative steps in conducting the investigation:
 - 1. Interview the involved subject if they are cooperative, to determine their account of the incident and if they have a complaint. If they do have a complaint the supervisor shall explain the complaint filing process. If they have any type of injury, the designated departmental IA person will be notified. Additionally, should the supervisor determine that unreasonable force was utilized, the Internal Affairs designated investigator will be notified and assume control of the investigation.
 - 2. If a crime scene exists; or police equipment exists, which may contain forensic evidence, the supervisor shall ensure that the scene and evidence is processed, photographed and preserved.

3. Take photographs of the involved officer(s) and subject(s) depicting any potential injuries or documenting the lack of any injuries to the parties involved.
4. Interview, preferably audio-recorded/audio-visual recorded, all witnesses to the incident and document their description of the event.
5. Ensure that a qualified health care provider handles any injuries or other medical condition being experienced by the involved person.
6. The supervisor shall review any video recording of the incident, if available, prior to the completion of the RCAR and the approval of the officer's reports
7. The supervisor investigating the use of reportable force shall be responsible for the review and approval of the officer's reports of the incident, when practicable
8. The supervisor will complete the RCAR prior to completing their shift and submit it along with the officer's report to their chain of command for review.
9. At any time when an officer's use of force results in a death or serious physical injury, the officer using such force shall be placed on administrative leave with pay pending the outcome or the investigation (KACP 1.12). Before the officer returns to duty after using deadly physical force, he/she shall be evaluated by a psychological health professional (KACP 1.12).
10. **Exceptions: The following do not require the completion of a RCAR unless otherwise required by the above policy:**
 - A. Handcuffing or escorting a compliant, cooperative subject.
 - B. Physical removal of peaceful demonstrators whom do not resist.



Morehead State University Police Department Standard Operating Procedure Manual



| | | |
|---|---|--|
| Title: Manual | Section: II Page(s): 1 | KACP 5.3 |
| Approved Date: September 2022 | Review Month: May | Issued by: Colonel Merrell J. Harrison Chief of Police |

CHAPTER AND SECTION DESIGNATION. Each chapter, section, and subsection shall be designated by title.

FLEXIBILITY OF SYSTEM. This system shall provide a simple and quick method of referral to material in this manual. This format has been designed to make specific reference to particular sections or subsections possible and to facilitate expansion and revisions of the contents.

RIGHT TO AMEND OR REVOKE. The right to amend, add to, or revoke any of these authorized regulations is reserved to the Board of Regents.

PREVIOUS ORDERS. All rules, regulations, procedures, and orders issued prior to the Board of Regents approval of this revised manual that are, contrary to those embodied in this manual, are hereby revoked.

DISTRIBUTION OF THE MANUAL. The manual shall be available to each employee of the Morehead State University Police Department on the online software PMAM.

RESPONSIBILITY FOR MAINTENANCE. All officers and employees shall be responsible for its policy assignments and review. All Manuals, electronic or paper, are the property of Morehead State University Police Department.

FAMILIARIZATION. Each sworn Morehead State University Police Department office and each civilian employee assigned a manual is duty bound to thoroughly familiarize himself/herself with the provisions of the manual. Failure to comply shall be considered neglect of duty.

IGNORANCE OF CONTENTS OF MANUAL. In the event of neglect of duty is charged against an officer or other employees for failure to observe the rules and regulations, office procedures or orders, ignorance of any provision of this manual, or any office procedure or order will not be accepted as an excuse.

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|---|---|--|
| Title: Disciplinary Action and Grievance Procedure | Chapter: 13 Page(s): 1-4 | KACP 12.2, 12.3, 12.6 |
| Approved Date: July 2015 | Review Month: May | Issued by: Colonel Merrell J. Harrison Chief of Police |

GENERAL. Unit officers regardless of rank, shall be subject to disciplinary action, according to the nature or aggravation of the offense, for violating their oath and trust by committing an offense punishable under the laws or statutes of the United States, the Commonwealth of Kentucky, county, or municipal ordinances, or failure to perform the duties of their rank or assignment; or for violation of any University policy or general order or policy or procedure of the unit or for failure to obey any lawful instruction, order, or command of a superior officer; or for any other and sufficient incompetence insubordination, misconduct, or neglect of duty. Non- sworn personnel of the unit are similarly subject to disciplinary action. Disciplinary action in all cases will be decided on the merits of each case. ***(KRS. 15.520 is strictly adhered to).***

PERSONNEL POLICY MANUAL DEFINED

All actions in this chapter are intended to be in accordance with the Morehead State University Personnel Policy Manual. If there is any disciplinary policy conflict, the Morehead State University Personnel Policy Manual shall prevail.

ESTABLISHING ELEMENTS OF VIOLATION.

Existence of facts establishing a violation of the law, ordinance, policy, procedure or order is all that is necessary to support any allegation of such as a basis for disciplinary action.

PENALTIES.

The following penalties may be assessed against any officer or employee of the office as disciplinary action:

1. Oral reprimand.
2. Written reprimand. Such reprimands shall comply with the requirements of PSNE-8 or PSE-7 of the Personnel Policy Manual.
3. Suspension in accordance with PSNE-8 or PSE-7 of the Personnel Policy Manual.
4. Dismissal.

UNIT AUTHORITY TO DISCIPLINE

The unit, Morehead State University Police Department, disciplinary authority and responsibility rests with the Chief of Police. Each level in the chain of command, within the unit, must endorse and forward reports on disciplinary matters to the Chief of Police. Such endorsement at each level allows the approval, disapproval, or modification of the action.

The Chief of Police, the President, and the Morehead State University Board of Regents must approve all recommendations of suspension or dismissal.

Supervisors, designated by the Chief of Police, may take the following disciplinary measures:

1. Oral reprimand.
2. Written reprimand. (Subject to approval by the Chief of Police).
3. Temporary suspension from duty when an officer's or employee's acts may constitute but not be limited to:
 - A. Misconduct
 - B. Incompetence
 - C. Insubordination
 - D. Violation of a state or federal law, or of a University policy or office procedure or order.
4. Written recommendations to the Chief of Police for other penalties.

REPORTS OF DISCIPLINARY ACTION TAKEN OR RECOMMENDED.

Whenever disciplinary action is taken or recommended (except for oral reprimand), a written report must be submitted at the beginning of the next business day, in addition to the requirements, which must be followed in PSNE-8 of the Personnel Policy Manual, to the Chief of Police containing the following information:

1. The name and badge number of the person being disciplined.
2. The date and time of the misconduct and location.
3. The section number, if applicable, of the violated rule and common name of the infraction.
4. A complete statement of the facts of the misconduct.
5. The punishment imposed or recommended.

6. The written signature, badge number, and rank of the preparing officer or other supervisory employee and their position in relation to the officer or employee being disciplined.
7. All records regarding disciplinary actions shall be secured in a separate location from other employee records and accessible only to the Chief of Police or assigned designee.

INFORMING THE PERSON BEING DISCIPLINED.

The officer or employee being disciplined shall be informed of the charges in writing as soon as reasonably possible by the Chief of Police and with the specificity required by policy. Where discharge of a regular officer or employee is proposed, such notice shall advise the officer or employee that they have the right to appear before the Chief of Police or their designee to respond to the charges prior to discharge.

MISCONDUCT OBSERVED BY POLICE PERSONNEL

Whenever any employee of Morehead State University Police Department observes, or is informed, of the misconduct of another employee that indicates the need for disciplinary action, he/she shall take authorized and necessary action and render a complete written report of the incident to an immediate supervisor or the Chief of Police.

CITIZEN COMPLAINT AGAINST POLICE PERSONNEL

Complaints by citizens against employees of the Morehead State University Police Department shall not be accepted unless and until the complaint is taken under oath in the form of an affidavit, signed and sworn to by the complainant, and duly notarized. However, if a complainant refuses to make allegations under oath in the form of an affidavit, signed and sworn to, the department may investigate the allegations, but shall bring charges against the officer only if the department can independently substantiate the allegations absent the sworn statement of the complainant. When a complaint is received in this manner, it shall be processed in accordance with the following rules:

1. During normal business hours all complaints will be referred to the Chief of Police or his designee.
2. Any time other than normal business hours complaints shall be forwarded to a supervisor who will initiate steps to receive and investigate the complaint.
3. If, in the opinion of the supervisor, the incident requires immediate action, the supervisor shall take immediate action to preserve the integrity of the agency.

INVESTIGATION OF ALLEGED ACTS OF MISCONDUCT

An alleged act of misconduct must be investigated. The results of the investigation shall be in a written report, with summarization of the pertinent facts, which include but not limited to:

1. A summary of the complaint or alleged act of misconduct.
2. Pertinent portions of the statements of all parties to the reported incident.
3. A description of the incident, physical evidence, and other related materials.
4. The observations and conclusions of the investigation.

FINDINGS

The investigation of alleged acts of misconduct shall have one of the following findings:

1. **UNFOUNDED.** The investigation indicates that the act or acts complained of did not occur or failed to involve department personnel.
2. **EXONERATED.** Acts did not occur but were justified, lawful, and proper.
3. **NOT SUSTAINED.** The investigation fails to discover sufficient evidence to prove or disprove clearly the allegations made in the complaint.
4. **SUSTAINED.** Investigation disclosed evidence sufficient to prove clearly the allegations made in the complaint.

CONSISTENCY OF DISCIPLINE

1. The Department abides by the philosophy that discipline must be applied consistently and uniformly. This order provides discussion of employee recognition and penalties for various infractions.
2. The Department does not provide employees with lists of specifically prohibited behavior. Examples of such behavior appear in policy, but no list can be all-inclusive. Employees are expected to have a reasonable perception of what constitutes proper behavior, based on academy training and the observance of the proper behavior of officers in general.
3. All records related to disciplinary actions shall be confidentially retained separate from the individual's department personnel file in a secure location accessible only by Chief of Police or designee. A second copy of these actions will be retained by the Human Resources Director separate from the individual's university personnel file in a secure location accessible only by the Human Resources Director or designee. These files shall be available to the individual for inspection at reasonable times and locations.

GRIEVANCE/APPEAL OR DISCIPLINARY ACTION. Disciplinary action may be appealed as defined in PSE-8 or PSNE-9 of the Personnel Policy Manual.



**Morehead State University Police Department
Standard Operating Procedure Manual**



| | | |
|---|---|--|
| Title: Biased Based Policing | Chapter: 73 Page(s): 1-2 | KACP 30.2 |
| Approved Date: September 2022 | Review Month: August | Issued by: Colonel Merrell J. Harrison Chief of Police |

- I. **Purpose:** The purpose of this policy is to prohibit the use of race, ethnicity, gender, or national origin as a reason to restrict liberty or exercise any other police power upon an individual, except in those cases where one of the classifications above is a descriptive factor concerning a suspect.
- II. **Policy:** The policy of this department is to respect the rights of all persons officers come into contact with during any law enforcement operation.
- III. **Definitions:**
- A. Biased-based policing: Using race, ethnicity, gender or national origin as a reason to restrict a person's liberty where race, ethnicity, gender, or national origin is not a descriptive factor relating to a suspected criminal event.
- IV. **Procedure:**
- A. **All contacts made by members of this agency with any person must meet the requirements of the United States and Kentucky constitutions.**
- B. **Preventing perception of bias:**
1. Officers should act with courtesy and professionalism on all stops and contacts.
 2. At the outset of a contact, where feasible, officers should introduce themselves and inform the person of the reason for the stop. This introduction is not required when the introduction would compromise the safety of the officer or any other person.
 3. Officers should continue the contact for only that time which is necessary to meet the objectives which justified the stop to begin with. i.e., if the stop is for a traffic violation, officers should not prolong the stop beyond the time it takes to write a citation. When reasonable delays occur, the officer should keep the person informed of the reason for the delay.

- 4. Officers should answer questions posed by the persons stopped to the extent possible.
- 5. An officer should provide his or her name and identification number when requested.
- C. Complaints regarding bias:** All complaints regarding bias, as defined by this policy shall be handled in accordance with the Citizen Complaints and Administrative Investigations Policy of this agency.
- D.** All personnel shall be trained on this policy.



Morehead State University Police Department Standard Operating Procedure Manual



| | | |
|--|---|--|
| Title: Emergency Assistance | Chapter: 74 Page(s): 1-4 | KACP 25.1, 25.2 |
| Approved Date: November 2022 | Review Month: October | Issued by: Colonel Merrell J. Harrison Chief of Police |

I. POLICY

The general public relies upon the police for assistance and advice when faced with the many routine and emergency traffic situations. This Department expects officers to perform such services diligently and responsibly, mindful of the expectations of the community. In addition to providing service to stranded motorists, general assistance, and emergency assistance, officers shall identify, report, and correct roadway and roadside hazards.

II. PROCEDURE

General Assistance to Motorists

- A. Because of the overall danger to the stranded motorist, and also to the motorist on the roadway potentially affected by the stranded motorist, the department will offer reasonable assistance at all times to the motorist who appears to be in need of aid. This will apply at all hours of the day, but particularly during the nighttime hours when the hazards are higher.
- B. Officers should be constantly alert for roadway users who appear to need assistance. Officers should freely provide information and directions upon request. In an effort to better serve the citizens, officers should not only become familiar with the streets, but also the various services and facilities available in the area.

Stranded Motorists

- A. Many occasions present themselves that call for the immediate removal of a disabled vehicle from a traveled highway so further traffic problems and/or the

possibility of a serious collision may be diminished. At the discretion of the officer, a wrecker may be summoned to move the vehicle.

- B.** Officers may, at their discretion, transport stranded motorists to the nearest convenient location where assistance may be obtained; however, officers should be certain that assistance is available. When transporting stranded motorists of a sex opposite that of the officer, officers should give the dispatcher their starting and ending mileage.
- C.** Stranded motorists should not be abandoned when exposed to a hazardous situation. Consideration should be given to traffic hazards, location, time of day, weather conditions and priority of calls for service. This does not preclude placing devices to warn oncoming traffic and clearing the scene if conditions are such that this can be done safely. Officers should periodically check to ensure the condition does not deteriorate.
- D.** Officers who assist stranded motorists should remain alert to the following possibilities: the vehicle in the possession of the motorist has not been authorized for their use; the vehicle is in unsafe operating condition; the motorist is unlicensed to drive; the motorist is incapable of safely operating the vehicle; and/or the vehicle's occupants have engaged in criminal activity.
- E.** Officers may provide assistance to motorists in obtaining tow services, if needed, by calling for a specified wrecker of the motorist's choice or by calling for the wrecker service the department uses.

Emergency Assistance

- A.** Officers will render all practical assistance to users of the roadway who are involved in emergency situations.
- B.** Vehicle Fires - Officers will immediately advise the dispatcher upon discovery of a vehicle fire. The location, type of vehicle, location of fire, and cargo (if applicable) will be given to the dispatcher. The dispatcher will notify the fire department of these facts so an appropriate fire department response can be made.
- C.** Medical Emergencies
 - 1.** Notification - Upon discovery of a medical emergency, the officer will request an ambulance.
 - 2.** Assistance - After notifying the dispatcher of the nature of the emergency, officers will render as much first aid assistance as possible.

Hazardous Roadway Conditions

Hazardous highway and/or environmental conditions are defined as:

- A.** Defects in the roadway itself (holes, ruts, or dangerous shoulders).

- B. Lack of, or defects in, highway safety features (e.g., center and roadside striping and reflectors) or improper, damaged, destroyed or visually obstructed traffic control and information signs.
- C. Lack of traffic control and information signs (curve and hill warnings, stop and yield signs, and speed limit signs, street and highway identification), or improper, damaged, destroyed, or visually obstructed control or information signs.
- D. Lack of mechanical traffic control devices or improperly located or malfunctioning traffic control devices.
- E. Lack of roadway lighting systems or defective lighting systems.
- F. Natural or man caused obstructions (fallen trees and rocks, litter, debris, parts of vehicles, broken water mains and electrical wires).
- G. Ice or heavy snow accumulations on roadway surfaces.
- H. Fire and its attendant smoke in areas adjacent to the highway.
- I. Vehicles parked or abandoned on or near the highway.

The term "roadside hazard" will refer to all physical features of the roadside environment which are such that a vehicle leaving the road surface for any reason, even momentarily, can impact with them, resulting in unnecessary injury to people or damaged property. Roadside hazards included in the definition are:

- A. Rigid non-yielding supports for traffic control devices and lights or the non-performance of safety installations (i.e., break away sign supports that fail to function properly).
- B. Improperly engineered guardrails.
- C. Unshielded bridge railings that may not be able to retain an impacting vehicle and redirect it parallel to the roadway, thereby minimizing damage to the vehicle and danger to traffic below the bridge.
- D. Bridge abutments and other hazardous fixed objects built off the roadway, and into which the vehicle might crash with high injury probability.
- E. Utility poles, trees, ditches, inappropriately steep banks, culverts, rock formations, and other fixed objects and features of the roadside environment into which a vehicle might crash instead of being able to come to a stop in a clear distance.

The following procedure will be followed in identifying, reporting and correcting hazardous roadway, roadside, or environmental conditions:

- A.** When a hazard is identified and in the officer's opinion such hazard requires immediate correction (such as a fallen tree or electrical wire across or on any part of the traveled portion of this situation), they will immediately inform dispatch of this situation and identify the assistance or special equipment required. The officer will protect the scene and bystanders, and direct traffic or take any other action deemed necessary to correct the situation.
- B.** When a hazard is detected that represents a potential accident situation but the threat of such is not imminent, as in the case of a discarded muffler, the officer will pass this information on to dispatch to Dispatch notify the proper authority to have the situation corrected. If the officer can correct the situation (such as a discarded muffler), they will take appropriate action.



Morehead State University Police Department Standard Operating Procedure Manual



| | | |
|--|---|--|
| Title: Hazardous Materials | Chapter: 75 Page(s): 1-3 | KACP 25.3, 29.2 |
| Approved Date: November 2022 | Review Month: October | Issued by: Colonel Merrell J. Harrison Chief of Police |

I. POLICY

This policy establishes guidelines for the Police Department in the handling of incidents that involve Hazardous Materials. The Police Department's responsibility in such incidents includes traffic and pedestrian control, site security and evacuation when needed. The actual handling of the substance and the neutralizing of the incident are the responsibilities of the appropriate area Hazardous Material Response Team. Officers of the Police Department will have awareness level training for response to Hazardous Material incidents.

II. PROCEDURE

A. Whenever an officer is involved with an incident involving hazardous materials, serious consideration **must** be given to the following:

1. Initial Response:

- a. Observe the area or scene from a safe distance with the use of binoculars or other optical enhancement device, prior to approaching the scene. See Chapter 29.2 Federal and State OSHA Regulations for further information regarding response and Personal Protection Equipment.
- b. Approach the incident from an upwind direction.
- c. Move people away from the incident scene and keep them away.
- d. Refrain from walking into or touching any spilled material(s).
- e. Avoid inhaling fumes, smoke and vapors.
- f. No smoking or ignition sources.

2. A supervisor **shall be notified** of the incident.
3. Attempt to identify the material that is involved. Identification should be made from a distance, using binoculars if possible, via the hazardous material placard or panel. Binoculars will be issued to each officer and maintained in their patrol vehicle.
 - a. The code number is a four-digit number, which should be displayed on the sides and/or ends of the vehicle.
 - b. The number should also appear on the shipping papers.
 - c. The letters "UN" or "NA" will usually precede the four-digit number on the shipping papers.
4. The four-digit number can be cross-referenced in the Emergency Response Guidebook issued to the officer or via Mobile Data Computer. Emergency Response Books will be issued to each officer and should be maintained readily accessible in the officer's assigned patrol car.
 - a. The guidebook provides identifying data, specific hazards of the material(s) and precautions that must be taken while handling the materials.
5. The four-digit code shall be immediately relayed to the Communication Center for identification.
6. If it is determined that the substance presents a hazard to the safety of the officer, actual approach to the site should be avoided, if possible.
 - a. Rescue operations must be conducted with extreme care and the guidelines in the section above should be followed along with information provided in the Emergency Response Guidebook.
 - b. In the event of the officer being exposed to hazardous materials at the scene, the officer should not leave the scene while contaminated unless certain dangers or emergencies exist, (e.g., pending explosion or fire, severe medical emergency or illness to the officer, etc.).
 - c. The Incident Commander shall be contacted in the event of possible exposure and/or contamination.
7. A perimeter, as specified in the Emergency Response Guidebook, shall be established and evacuation initiated as necessary to avoid further exposure by the public at large.
8. The Police operation generally will be limited to perimeter, evacuation, and support activities and will be coordinated with the incident commander. (The

ranking fire department officer on the scene shall be deemed the incident commander.)

B. Supervisor Responsibilities:

1. The Supervisor shall respond to the location following the guidelines above.
2. The Supervisor shall notify the Police Chief of the situation.
3. The Supervisor shall establish an appropriate perimeter keeping the Emergency Response Guidelines and resources in mind.
4. In the event of Officers being exposed and or contaminated, the Supervisor shall make arrangements with the Incident Commander for decontamination at the site.
5. The Supervisor shall assist the incident commander as necessary.



Morehead State University Police Department Standard Operating Procedure Manual



| | | |
|--|---|--|
| Title: Prescription Drug Take-Back Program | Chapter: 76 Page(s): 1-2 | KACP 27.8 |
| Approved Date: September 2022 | Review Month: August | Issued by: Colonel Merrell J. Harrison Chief of Police |

I. Purpose:

This program provides an environmentally safe alternative to disposing of medications in the landfill or sewer systems which may later negatively affect the environment. It encourages citizens to remove their un-needed medications from their homes, which reduces access to addictive medications for accidental or intentional misuse by children or adults in the home.

II. Policy:

It shall be the policy of the Police Department to comply with all applicable state and federal laws regarding the collection and disposal of prescription medication.

III. Procedures: Operational Guidelines

- A.** The Police Department will provide a secure collection box in which citizens may deposit unwanted medications. The collection box shall be clearly marked for this purpose.
- B.** The collection box shall be locked and securely mounted to prohibit removal of the collection box or retrieval of medications from within the collection box without a key system.
- C.** Citizens may place their unused medication/drugs into the collection box anonymously.
- D.** Only pharmaceutical drugs may be collected and stored in the collection box. Signage shall be posted to assist citizens in the disposal procedures.
- E.** Sharps, other bio-hazard items such as syringes, or liquids that are improperly sealed are prohibited from being placed into the collection box. NOTE: See Section on Sharps Collection.

- F. The Property Room Custodian and the Chief's designee, will both be responsible for collection of the deposited medications. The Property Room Custodian and the Chief's designee, will possess keys to the collection box.
- G. At a predetermined day and time (not to exceed one-week), or as necessary, the Property Room Custodian and the Chief's designee, will schedule a collection. A regular collection box schedule shall be developed in order for a consistent disposal practice. During the collection process, the Chief's designee, and the Property Room Custodian shall open the collection box together to retain the unwanted medication. Both the Chief's designee, and the Property Room Custodian shall take custody of the contents of the collection box and secure the contents into the Property Room. (The collection procedure should be videotaped if the process is not done with a two-person system).
- H. All collected drugs shall be inspected and inventoried in order to ensure that no restricted materials are present; and, to provide the department with an accurate account of the amount of drugs taken in by this program. This inventory (weight of bulk collection) shall be performed by at least one member of the property room staff and one sworn member of the agency to be assigned by the Chief's designee.
- I. A log of the disposal will be kept in the Property Room.
- J. All policy and procedures shall be followed for submission of abandoned/found/unclaimed property; as contents of the collection box will be considered as such. The Property Room Custodian will document each collection. This allows for tracking of data to monitor the program's benefits.
- K. The Chief's designee, will document each collection on a property receipt. One report number will be generated for each collection effort. The following will be required:
 - 1. The Evidence Room Custodian will package and seal the deposited drugs, document a general description on the property receipt, and place the packaged drugs into evidence pending destruction.
 - 2. The Property Receipt will include the approximate weight of the drugs and should contain an appropriate description of the items, "Miscellaneous medications to be destroyed as abandoned property".
- L. The Property Room Custodian and at least one other sworn person assigned by the Chief's designee will destroy the collected medications by way of a manner that complies with all State and Federal regulations and laws.

IV. Personal Protection Equipment (PPE)

- A. Any personnel handling the collected medications shall follow all departmental best practices as to evidence processing and PPE. An agency-provided sharps container may be utilized as part of this protection equipment. Collected sharps are to be disposed of according to OSHA standards.

APPROVE ASSET PRESERVATION POOL CAPITAL PROJECTS

BOR V-A-5
December 1, 2022

Recommendation:

That the Board of Regents, upon recommendation of the President, approve the initiation of the Asset Preservation Pool Projects listed below which have individual scopes of less than \$1,000,000 and a cumulative total of \$2,100,000. Furthermore, declaring its official intent to reimburse capital expenditures from future debt obligations for all projects listed below or combination thereof.

Background:

On June 17, 2021 the Board of Regents approved the 2021-2022 Budget Adoption Resolution which requires all capital construction projects of \$1,000,000 or greater to have prior approval of the Board of Regents and be contained in the Biennial Legislative Appropriations Act in accordance with KRS 45.750. During the 2022-2024 Biennial the University received approval for \$20,253,000 to be utilized for Asset Preservation Pool Projects in the 2022-2023 fiscal year with \$17,611,000 provided from Bonds to be issued by the Commonwealth of Kentucky and \$2,642,000 to be matched by the University. The Biennial Budget also provided bonding authorization for the University's required match.

| Building | Project | Scope |
|---------------------|--------------|-----------|
| Bert Combs Bldg. | HVAC upgrade | \$700,000 |
| Breckinridge Hall | HVAC upgrade | \$300,000 |
| Enrollment Services | HVAC upgrade | \$300,000 |
| Baird Music Hall | HVAC upgrade | \$400,000 |
| Button Auditorium | HVAC upgrade | \$400,000 |

The United States Department of Treasury regulations related to the use of proceeds of tax-exempt bonds or notes, require that the borrower make a Declaration of Official Intent to reimburse itself for capital expenditures made prior to the issuance of debt (also known as a "Reimbursement Resolution") if the issuer intends to reimburse itself from tax-exempt debt proceeds. The reimbursement of the capital expenditure must occur no later than 18 months after the date of the Declaration of Official intent. Approval of this resolution will serve as the declaration of this intent related to these Asset Preservation Pool projects.

**COUNCIL ON POSTSECONDARY
EDUCATION ENDOWMENT MATCH
PROGRAM 2022-2024**

**BOR V-A-6
December 1, 2022**

Recommendation:

That the Board of Regents, upon recommendation of the President, approve and authorize the President of Morehead State University to work with all parties (Morehead State University Foundation and Council on Postsecondary Education) in order to optimize the match program and generate additional funds to support the University and its Foundation. And, to approve the endowments listed below that are qualified for the match.

Background:

MSU has the opportunity to match up to \$1,279,000.00 from CPE's Endowment Match program. That total is divided equally into two categories:

1. \$639,500.00 – Undergraduate scholarships, graduate fellowships, and mission support activities.
2. \$639,500.00 – Chairs, professorships, research staff or research activities to support an endowed chair or professor.

Funds collected, qualified and ready for the match:

1. Eugene Lacefield Space Studies Endowment – established for undergraduate juniors and seniors who are enrolled full-time and majoring in Space Systems Engineering or graduate students enrolled in the Master of Science in Space Systems Engineering program. (\$100,000.00) A one-time gift was given on 3/8/2022.
2. Randy & Judith Green Family Scholarship – Established to support full-time students pursuing an Associate or Bachelor's degree in a STEM-related field. Must be a resident of the MSU traditional 22 county service region – Elliott County preferred. (\$100,000) A one-time gift was given on 1/21/22.
3. Scutchfield Family Pre-Medicine Scholarship Endowment – established for full-time juniors or seniors majoring in Biomedical Sciences with plans to attend medical school; limited to students from select counties in Kentucky. (\$50,000.00) A five-year pledge was made on 12/3/21.
4. Emily Randall Colclough Memorial Scholarship Endowment – established to support a junior or senior student in Vet Science or the Vet Tech program. Preference is given to students from Kentucky who come from MSU's 22 county service region. (\$25,000.00) A one-time gift was given on 9/2/22.
5. Craft Endowed Professorship In Biomedical Sciences – a professorship to benefit Morehead State University's biomedical sciences program. (\$150,000) was given toward the professorship on August 12, 2022.

Prepared by Rick Hesterberg

**APPROVE FACILITY NAME
PREFONTAINE FIELD HOUSE**

**BOR V-A-7
December 1, 2022**

Recommendation:

That the Board of Regents, upon recommendation of the President, approve the naming of the Field House in the Eagle Athletic Center the **Prefontaine Field House**. This recommendation is based on a gift from Andy Prefontaine in the amount of \$250,000.

Background:

The gift allowed MSU to install new turf, repaint the ceiling, change lighting and install a putting green. This facility is now able to provide all MSU student-athletes with a place to train during inclement weather, especially for our outdoor sports.

The naming recognition proposal is congruent with the MSU Naming Guidelines (see below):

| | |
|--------------------------------------|--------------------------|
| New Construction | 25% of projected costs |
| Renovation | 25% of projected costs |
| Building Name (Existing) | \$1,000,000 |
| Auditorium or Lecture Hall | \$ 100,000 - \$250,000 |
| Courtyards, Plazas, and Commons | \$ 100,000 - \$250,000 |
| Classroom or Laboratory | \$ 25,000 - \$50,000 |
| Other smaller areas within buildings | \$ 10,000 - \$25,000 |
| Landscaped areas | 100% of projected costs+ |

— PREFONTAINE FIELD HOUSE SIGNAGE —



Prepared by Rick Hesterberg

APPROVE HOUSING DEPOSIT

BOR V-A-8
December 1, 2022

Recommendation:

That the Board of Regents approve a \$150 non-refundable housing deposit for new students with residence hall housing contracts beginning in the Fall 2023 semester.

Background:

The University Board of Regents Bylaws state that the Board of Regents shall fix tuition, special charges and other fees. Currently the University does not require students to pay a housing deposit when they submit their housing application. It is recommended that the Board approve a new non-refundable housing deposit for all new students who submit a residence hall housing contract application.

Students who choose not to live on campus and who notify, in writing, the Office of Student Housing to cancel their housing contract application prior to June 1st, of each academic year, shall be refunded their deposit. Students who choose not to live on campus and who do not notify, in writing, the Office of Student Housing to cancel their housing contract application prior to June 1st, of each academic year, shall forfeit their deposit. Students who choose to live on campus shall have their deposit applied to their University student account to offset any unpaid charges.

Returning students will not be required to pay the non-refundable housing deposit.

ACCEPT 2021-22 AUDIT REPORT

**BOR V-B-1
December 1, 2022**

Recommendation:

That the Board of Regents, upon recommendation of the President, accept the audit report for the fiscal year ended June 30, 2022 as presented by Dean Dorton Allen Ford, PLLC.

Background:

KRS 164A.570 requires an annual audit to be conducted by all universities in the state system. The audit is to be conducted by an independent public accounting firm. On March 31, 2022, the Board approved the recommendation of the Audit Committee to appoint the accounting firm of Dean Dorton Allen Ford, PLLC to conduct the 2021-22 fiscal year audit. The Board also approved at that time, the Audit Committee's recommendation for the minimum scope of the audit work to be performed.

Dean Dorton Allen Ford, PLLC has completed the audit for the June 30, 2022 fiscal year. The report was issued with an unmodified opinion on the financial statements. A copy of the audit report has been provided to each member of the Board of Regents. The Audit Committee met on December 1, 2022. Representatives from Dean Dorton Allen Ford, PLLC presented the University's audited financial statements to the Committee for acceptance.

**RATIFY 2021-2022
AMENDED OPERATING BUDGET**

**BOR V-B-2
December 1, 2022**

Recommendation:

That the Board of Regents approve the amended operating budget for the fourth quarter of the 2021-2022 fiscal year.

Background:

The University has a statutory requirement to furnish quarterly financial reports to the Board of Regents. On September 30, 2022, Dean Dorton Allen Ford, PLLC completed the audit of the Financial Statements for the fiscal year ended June 30, 2022. The information contained in the audited financial statements is reflective of all transactions for the fiscal year and the attached operating budget amendment information corresponds with the audit report for the fiscal year ended June 30, 2022.

Morehead State University
Unrestricted Current Funds
Budget Amendments
For the Period April 1, 2022 to June 30, 2022

| | Opening Budget As of 4/1/2022 | Adjustments | Amended Budget As of 6/30/2022 |
|--|--|--------------------|---|
| Operating revenues: | | | |
| Student tuition and fees | \$59,698,981 | 206,226 | \$59,905,207 |
| Sales and services of educational activities | 1,895,989 | 689,645 | 2,585,634 |
| Budgeted fund balance | 18,230,261 | - | 18,230,261 |
| Auxiliary enterprises: | | | |
| Residence halls | 13,444,366 | 769 | 13,445,135 |
| Bookstore | 3,441,344 | 100,763 | 3,542,107 |
| Other auxiliaries | 1,342,500 | 9,148 | 1,351,648 |
| Auxiliaries budgeted fund balance | 1,984,000 | - | 1,984,000 |
| Other operating revenues | 4,205,091 | 463,406 | 4,668,497 |
| Total operating revenues | \$104,242,532 | \$1,469,957 | \$105,712,489 |
| Operating expenses: | | | |
| Educational & general: | | | |
| Instruction | 42,136,071 | 507,834 | 42,643,905 |
| Research | 111,908 | 77 | 111,985 |
| Public service | 1,304,900 | 44,136 | 1,349,036 |
| Library | 2,302,214 | 7,856 | 2,310,070 |
| Academic support | 4,486,708 | (424,635) | 4,062,073 |
| Student services | 17,104,944 | 1,068,729 | 18,173,673 |
| Institutional support | 14,225,616 | 1,216,138 | 15,441,754 |
| Operation and maintenance of plant | 10,765,355 | 1,061,999 | 11,827,354 |
| Student aid | 23,906,096 | 776 | 23,906,872 |
| Auxiliary enterprises: | | | - |
| Residence halls | 9,657,718 | (1,644,075) | 8,013,643 |
| Bookstore | 2,978,530 | 62,206 | 3,040,736 |
| Other auxiliaries | 1,599,492 | 11,221 | 1,610,713 |
| Total operating expenses | 130,579,552 | 1,912,262 | 132,491,814 |
| Operating loss | (26,337,020) | (442,305) | (26,779,325) |
| Nonoperating revenues (expenses): | | | |
| State appropriations | 43,324,900 | - | 43,324,900 |
| Other Grant Funds | 217,952 | (77,735) | 140,217 |
| Investment income (net of expense) | 45,000 | - | 45,000 |
| Budgeted contingency reserves | (7,807,000) | - | (7,807,000) |
| Net nonoperating revenues (expense) | 35,780,852 | (77,735) | 35,703,117 |
| Income (Loss) before capital appropriations | 9,443,832 | (520,040) | 8,923,792 |
| Capital appropriations | (9,443,832) | 520,040 | (8,923,792) |
| Increase in net position | - | - | - |

Morehead State University
Unrestricted Current Funds
Notes of Significant Budget Amendments
For the Period April 1, 2022 to June 30, 2022

1. Facility fee revenue allocated to asset preservation projects totaled \$189,649.
2. Budget amendments from sales and services of educational activities totaled \$604,885 to athletic units in Eagle Excellence Fund (EEF) support and other athletic revenue allocations.
3. Bookstore revenue amendments of \$100,763 to support University operated bookstore closeout expenses.
4. Other operating revenue allocations from the MSU Foundation totaled \$422,322 primarily for instruction and student services, and included \$60,000 for the eSports Lounge.
5. Allocations across all functional categories for mid-year salary adjustments totaled \$368,129
6. Notable transfers to instruction included \$257,706 for classroom furniture and \$181,527 for computer refresh orders.
7. Budget amendments during this quarter included \$245,608 from academic support and \$124,909 from instruction to student services to realign the budget when some fractionalized positions returned to a centralized unit.
8. Institutional support amendments included an allocation of one-time funds received as revenue in the prior fiscal year of \$594,593 for firewall service and \$409,510 for year-end residence hall information technology reallocations.
9. Significant amendments for the operation and maintenance of plant \$439,595 aligning institutional funds being used to support asset preservation projects and \$807,578 for year-end residence hall maintenance reallocations.

Morehead State University
Capital Outlay Status Report
Agency Funds
For the Period of April 1, 2022 to June 30, 2022

| 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 |
| Alumni Tower Ground Floor Renovation (Craft Academy) | \$ 2,250,000 | In Planning |

Roster Positions Summary
6/30/2022

| | July 1 Positions | Position Adjustments | Current Positions | Current Positions Filled | Current Percentage Filled |
|---|-----------------------------|---------------------------------|------------------------------|---|--|
| Office of the President | 13.05 | (2.30) | 10.75 | 8.75 | 81.40% |
| Division of University Advancement | 23.63 | 3.84 | 27.47 | 24.47 | 89.08% |
| Division of Administration and Fiscal Services | 75.13 | (1.75) | 73.38 | 67.88 | 92.50% |
| Facilities Management | 86.00 | (3.00) | 83.00 | 77.00 | 92.77% |
| Division of Student Affairs | 127.45 | (0.50) | 126.95 | 119.95 | 94.49% |
| Division of Academic Affairs | 44.50 | 2.88 | 47.38 | 38.55 | 81.36% |
| Caudill College of Arts, Humanities & Social Sciences | 120.41 | (1.25) | 119.16 | 109.83 | 92.17% |
| Smith College of Business and Technology | 46.42 | - | 46.42 | 43.42 | 93.54% |
| Volgenau College of Education | 49.40 | 1.10 | 50.50 | 47.50 | 94.06% |
| College of Science | 142.15 | (1.40) | 140.75 | 123.75 | 87.92% |
| Undergraduate Education & Student Success | 33.20 | (0.20) | 33.00 | 27.00 | 81.82% |
| Regional Education & Outreach | 6.50 | - | 6.50 | 5.00 | 76.92% |
| Camden-Carroll Library | 22.00 | - | 22.00 | 21.00 | 95.45% |
| | 789.84 | (2.58) | 787.26 | 714.10 | 90.71% |

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

**ACCEPT FIRST QUARTER FINANCIAL REPORT
AND RATIFY AMENDED OPERATING BUDGET,
FY 2022-2023**

**BOR V-B-3
December 1, 2022**

Recommendation:

That the Board accept the financial statements and ratify the amended operating budget for the first quarter of the fiscal year that will end June 30, 2023.

Background:

The University has a statutory requirement to furnish quarterly financial reports to the Board of Regents. Financial statements have been prepared as of September 30, 2022, the first quarter of the fiscal year ending June 30, 2023. The statements, along with management's discussion and analysis and budget amendment information are attached.

**Morehead State University
Management's Discussion and Analysis
First Quarter Financial Statements
September 30, 2022**

This discussion and analysis of Morehead State University's financial statements provides an overview of the University's financial activities for the three months that ended on September 30, 2022. The statements and this discussion and analysis have been prepared by Accounting and Financial Services staff.

Using These Financial Statements

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

Financial Highlights

Morehead State University's financial picture remains stable through the first quarter of the 2022-2023 fiscal year. During the period July 1, 2022 through September 30, 2022 the University operated with a surplus of revenues over expenses and transfers in the amount of \$11,669,089. This level of operating surplus is expected at this time, since most of the billings for the fall 2022 semester are reflected in the tuition and fees revenue and only expenditures through September 30, 2022 are reflected. As the fiscal year proceeds, the variance between revenues and expenditures will continue to decrease and should reflect a more appropriate operating surplus or deficit.

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

- ▶ Total operating revenues decreased approximately \$1.8 million from the prior year to \$40.1 million. This decrease primarily relates to reductions in tuition and fees revenue due to declines in undergraduate and graduate enrollment and the outsourcing of the University Store to Barnes & Noble. These decreases were offset by increases in residence hall revenue. Total nonoperating revenues increased approximately \$1.2 million from the prior year to \$14.2 million. This relates primarily to an increase in state appropriations for the Craft Academy for Excellence in Science and Mathematics.
- ▶ The percent of actual operating revenue to budget was 41.62% at September 30, 2022 and 40.64% at September 30, 2021. This percentage would be expected at this time, since most of the billings for the fall 2022 semester are reflected in revenue.
- ▶ Total operating expenses increased approximately \$188 thousand from the prior year to \$37.5 million, primarily due to increases in student aid expense. Increases were offset by reductions in housing facility remodeling expenditures. Prior year remodeling expenses were supported through allocations of one-time funds received as revenue in the 2020-2021 fiscal year. Capital Appropriations/Transfers increased significantly due to timing of when debt service payments were transferred to the trustee each fiscal year and due to asset preservation transfers made in the current fiscal 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 \$11.7 million at September 30, 2022 and \$17.3 million at September 30, 2021. 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 Three Months Ended September 30, 2022 and 2021

| | 2022-2023 | | | 2021-2022 | | | | |
|---|----------------|---------------------|-----------------------------|----------------|---------------------|-----------------------------|------------------|-----------------------------|
| | Amended Budget | Actual | Percent of Actual to Budget | Amended Budget | Restated Actual | Percent of Actual to Budget | Change in Actual | Percent of Change in Actual |
| Operating revenues: | | | | | | | | |
| Student tuition and fees | \$57,371,531 | \$28,571,227 | 49.80% | \$59,634,000 | \$30,153,431 | 50.56% | (1,582,204) | (5.25%) |
| Sales and services of educational activities | 1,705,745 | 1,436,258 | 84.20% | 1,593,067 | 1,190,689 | 74.74% | 245,569 | 20.62% |
| Budgeted fund balance E&G | 14,990,415 | | | 18,230,261 | | | | |
| Auxiliary enterprises: | | | | | | | | |
| Residence halls | 13,700,368 | 7,726,050 | 56.39% | 13,442,300 | 7,277,716 | 54.14% | 448,334 | 6.16% |
| Bookstore | 410,254 | 231,679 | 56.47% | 3,205,000 | 1,235,565 | 38.55% | (1,003,886) | (81.25%) |
| Other auxiliaries | 1,287,500 | 341,236 | 26.50% | 1,322,500 | 345,917 | 26.16% | (4,681) | (1.35%) |
| Budgeted fund balance Aux. | 2,812,707 | | | 1,984,000 | | | | |
| Other operating revenues | 4,093,553 | 1,807,188 | 44.15% | 3,830,994 | 1,756,990 | 45.86% | 50,198 | 2.86% |
| Total operating revenues | 96,372,073 | 40,113,638 | 41.62% | 103,242,122 | 41,960,308 | 40.64% | (1,846,670) | (4.40%) |
| Operating expenses: | | | | | | | | |
| Educational & general: | | | | | | | | |
| Instruction | 41,079,351 | 8,075,496 | 19.66% | 41,759,015 | 8,168,725 | 19.56% | (93,229) | (1.14%) |
| Research | 325,692 | 107,512 | 33.01% | 105,344 | 24,379 | 23.14% | 83,133 | 341.00% |
| Public service | 2,821,036 | 231,067 | 8.19% | 1,302,495 | 290,998 | 22.34% | (59,931) | (20.59%) |
| Library | 2,294,517 | 630,884 | 27.50% | 2,285,315 | 682,880 | 29.88% | (51,996) | (7.61%) |
| Academic support | 3,963,142 | 793,660 | 20.03% | 4,443,803 | 831,985 | 18.72% | (38,325) | (4.61%) |
| Student services | 17,091,791 | 4,869,969 | 28.49% | 16,403,525 | 4,818,800 | 29.38% | 51,169 | 1.06% |
| Institutional support | 14,055,619 | 5,021,293 | 35.72% | 13,749,464 | 4,507,957 | 32.79% | 513,336 | 11.39% |
| Operation and maintenance of plant | 9,539,955 | 4,021,646 | 42.16% | 10,070,788 | 4,097,115 | 40.68% | (75,469) | (1.84%) |
| Student aid | 23,488,954 | 12,575,522 | 53.54% | 24,227,307 | 11,484,827 | 47.40% | 1,090,695 | 9.50% |
| Auxiliary enterprises: | | | | | | | | |
| Residence halls | 6,746,272 | 788,427 | 11.69% | 9,123,230 | 1,749,858 | 19.18% | (961,431) | (54.94%) |
| Bookstore | 145,265 | 36,786 | 25.32% | 2,774,327 | 276,733 | 9.97% | (239,947) | (86.71%) |
| Other auxiliaries | 1,303,893 | 331,265 | 25.41% | 1,526,412 | 361,638 | 23.69% | (30,373) | (8.40%) |
| Total operating expenses | 122,855,487 | 37,483,527 | 30.51% | 127,771,025 | 37,295,895 | 29.19% | 187,632 | 0.50% |
| Operating (loss) income | (26,483,414) | 2,630,111 | (9.93%) | (24,528,903) | 4,664,413 | (19.02%) | (2,034,302) | (43.61%) |
| Nonoperating revenues (expenses): | | | | | | | | |
| State appropriations | 45,714,100 | 14,158,400 | 30.97% | 43,324,900 | 12,997,500 | 30.00% | 1,160,900 | 8.93% |
| Other Grant Funds | | | | (3,556,613) | | | | |
| Investment income (net of investment expense) | 45,000 | 71,354 | 158.56% | 45,000 | 10,880 | 24.18% | 60,474 | 555.83% |
| Budgeted contingency reserves | (7,962,000) | | | (8,107,000) | | | | |
| Net nonoperating revenues | 37,797,100 | 14,229,754 | 37.65% | 31,706,287 | 13,008,380 | 41.03% | 1,221,374 | 9.39% |
| Income before capital appropriations | 11,313,686 | 16,859,865 | 149.02% | 7,177,384 | 17,672,793 | 246.23% | (812,928) | (4.60%) |
| Capital appropriations/Transfers | (11,313,686) | (5,190,776) | 45.88% | (7,177,384) | (357,377) | 4.98% | (4,833,399) | 1,352.47% |
| Increase in net position | | <u>\$11,669,089</u> | | | <u>\$17,315,416</u> | | (5,646,327) | (32.61%) |

Morehead State University
Statements of Net Position
September 30, 2022 and 2021

| | 2022 | 2021 |
|--|---------------|-------------------|
| | ACTUAL | RESTATE ACTUAL |
| Assets and deferred outflows of resources | | |
| Current assets: | | |
| Cash and cash equivalents | \$71,266,542 | \$64,372,287 |
| Accounts, grants and loans receivable, net | 10,079,368 | 17,704,620 |
| Lease receivable | 158,811 | 139,489 |
| Prepaid expenses | 1,053,713 | 31,557 |
| Prepaid interest | 114,023 | 114,023 |
| Inventories | 715,565 | 1,464,269 |
| Other current assets | 518,488 | 237,341 |
| Total current assets | 83,906,510 | 84,063,586 |
| Noncurrent assets: | | |
| Accounts, grants and loans receivable, net | 1,662,388 | 2,335,217 |
| Lease receivable | 891,935 | 1,012,891 |
| Prepaid interest | 570,113 | 684,136 |
| Prepaid lease | 2,809,267 | 2,955,911 |
| Investments | 16,296,793 | 17,677,465 |
| Capital assets, net | 222,911,564 | 233,941,376 |
| Lease assets, net | 1,719,879 | 2,176,600 |
| Total noncurrent assets | 246,861,939 | 260,783,596 |
| Total assets | 330,768,449 | 344,847,182 |
| Deferred outflows of resources: | | |
| Pensions | 38,648,503 | 9,854,431 |
| OPEB | 10,033,911 | 3,550,955 |
| Total deferred outflows of resources | 48,682,414 | 13,405,386 |
| Total assets and deferred outflows of resources | \$379,450,863 | \$358,252,568 |
| Liabilities, deferred inflows and net position | | |
| Current liabilities: | | |
| Accounts payable and accrued liabilities | \$4,417,482 | \$5,237,867 |
| Unearned revenue | 1,868,869 | 2,435,953 |
| Other current liabilities | 325,575 | 136,566 |
| Bonds and lease obligations, current portion | 5,079,146 | 4,562,656 |
| Total current liabilities | 11,691,072 | 12,373,042 |
| Long-term liabilities: | | |
| Bonds and lease obligations, noncurrent portion | 70,541,040 | 76,049,118 |
| Advances from federal government for student loans | 1,201,181 | 1,958,456 |
| Unearned revenue | 290,235 | 290,235 |
| Deferred gain on disposal | 1,072,383 | 1,143,875 |
| Net pension liability | 125,035,101 | 91,626,856 |
| Net OPEB liability | 20,989,721 | 17,904,882 |
| Total long-term liabilities | 219,129,661 | 188,973,422 |
| Total liabilities | 230,820,733 | 201,346,464 |
| Deferred inflows of resources: | | |
| Bookstore contract | 100,000 | - |
| Deferred bond reoffering premium | 1,297,315 | 1,484,188 |
| Leases | 1,003,512 | 1,127,111 |
| Pensions | 23,018,478 | 38,149,723 |
| OPEB | 13,060,898 | 10,951,570 |
| Total deferred inflows of resources | 38,480,203 | 51,712,592 |
| Net position | | |
| Net investment in capital assets | 148,453,957 | 154,855,242 |
| Restricted: | | |
| Expendable | 10,237,500 | 10,554,544 |
| Nonexpendable | 11,421,165 | 11,665,194 |
| Unrestricted | (59,962,695) | (71,881,468) |
| Total net position | 110,149,927 | 105,193,512 |
| Total liabilities, deferred inflows and net position | \$379,450,863 | \$358,252,568 |

See Attached Notes To Statement of Net Position

Morehead State University
Notes to the Statements of Net Position
September 30, 2022 and 2021

1. The Statements of Net Position include the unrestricted current funds, restricted current funds, endowment funds, loan funds, and plant funds of the University.
2. Cash and cash equivalents increased approximately \$7 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 \$850,417 at September 30, 2022 and \$1,068,992 at September 30, 2021. Also, included in this category is \$5.4 million in receivables from federal and state agencies at September 30, 2022 and \$11.6 million at September 30, 2021. The decrease in receivables from federal and state agencies is primarily related to the timing of when financial aid drawdowns were completed.
4. Other current assets include financial commitments from the MSU Foundation.
5. Noncurrent accounts, grants and loans receivable represent balances owed to the University from borrowers who have participated in the Federal Perkins Loan Program.
6. Capital assets, net decreased approximately \$11 million from the previous year primarily due to depreciation expense. Accumulated depreciation on buildings and equipment was \$243,585,085 at September 30, 2022 and \$231,360,100 at September 30, 2021.
7. Deferred outflows of resources include the amount of pension and OPEB contributions paid to KTRS and KERS from July 1, 2021 through June 30, 2022. These amounts were paid subsequent to the June 30, 2021 measurement date and will be recognized as a reduction of the net pension liability in the year ended June 30, 2023. 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 lease obligations include the current and long-term portions of amounts borrowed for the purchase of plant assets. The University made principal payments on outstanding debt in the amount of \$4.9 million and amortized \$145,000 in Bond Roffering Premiums.
11. Net pension and OPEB liabilities are 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.

APPROVE INCREASE IN SCOPE OF ALUMNI TOWER GROUND FLOOR RENOVATION

**BOR V-B-4
December 1, 2022**

Recommendation:

That the Board of Regents, upon recommendation of the President, approve increasing the scope for the renovation of the Alumni Tower grand floor capital project to \$2,700,000.

Background:

The University received authorization in the 2020-2022 Biennial Budget for the renovation of Alumni Tower Ground Floor with a scope up to \$3,812,000. The project was reauthorized in the 2022-2024 Biennial Legislative Appropriations. The 2022-2024 Biennial Budget also included \$1,504,700 of additional state appropriation for the expansion of the Craft Academy for Excellence in Science and Mathematics. The renovation of the Alumni Tower ground floor will prepare the residence hall facilities to support the expansion of the Academy.

On June 16, 2022 the Board of Regents approved the Renovation of Alumni Tower Ground Floor capital project with a total scope of \$2,250,000. Based on estimated costs received during the design development phase of the project approval is requested to increase the scope by \$450,000 to \$2,700,000.

APPROVE INCREASE IN SCOPE ON MODERNIZATION/RENOVATION OF COOPER HALL **BOR V-B-5**
December 1, 2022

Recommendation:

That the Board of Regents, upon recommendation of the President, approve increasing the scope for the modernization/renovation of the Cooper Hall capital project to \$9,500,000 and declare its official intent to reimburse capital expenditures from future debt obligations for the project.

Background:

The University received authorization in the 2022-2023 Biennial Budget for \$20,253,000 to be utilized for Asset Preservation Pool Projects with \$17,611,000 provided from Bonds to be issued by the Commonwealth of Kentucky and \$2,642,000 to be matched by the University.

On June 16, 2022 the Board of Regents approved the Modernization/Renovation of Cooper Hall Asset Preservation Pool Project with a scope of \$8,000,000. Based on estimated costs received from RossTarrant Architects during their assessment of the project approval is requested to increase the scope \$9,500,000.

The United States Department of Treasury regulations related to the use of proceeds of tax-exempt bonds or notes, require that the borrower make a Declaration of Official Intent to reimburse itself for capital expenditures made prior to the issuance of debt (also known as a “Reimbursement Resolution”) if the issuer intends to reimburse itself from tax-exempt debt proceeds. The reimbursement of the capital expenditure must occur no later than 18 months after the date of the Declaration of Official intent. Approval of this resolution will serve as the declaration of this intent related to this project.

**RESOLUTION HONORING
JANE V. FITZPATRICK**

**BOR V-B-6
December 1, 2022**

WHEREAS, Jane V. Fitzpatrick served honorably and with distinction as the General Counsel of Morehead State University and as General Counsel to the Board of Regents from 2001 to 2022; and

WHEREAS, Mrs. Fitzpatrick additionally served as the University's legislative liaison;

WHEREAS, Mrs. Fitzpatrick also served as Secretary of the Board of Regents in 2022;

WHEREAS, Mrs. Fitzpatrick's distinguished service consistently demonstrated her high ethical standards and strong personal commitment to institutional integrity; and

WHEREAS, Mrs. Fitzpatrick's tenure as General Counsel and Board Counsel, Legislative Liaison and Secretary to the Board reflected her professional collegiality and dedication to excellence, her abiding concern for the welfare of the entire University community;

THEREFORE, be it resolved by the Board of Regents of Morehead State University that Mrs. Jane V. Fitzpatrick be and hereby is commended for her years of honorable and outstanding service to the University and to the Board of Regents, and that the University expresses its profound and sincere gratitude for her efforts.

Done this 1st day of December 2022.

Eric E. Howard, Chair

ATTEST:

Board Secretary

Joseph A. Morgan, President



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.