

**Minutes of the Quarterly Meeting of the Board of Regents
Murray State University
August 28, 2020**

Call to Order/Roll Call

The Murray State University Board of Regents met on Friday, August 28, 2020, in Quarterly and Committee Session via video conferencing (ZOOM). Chair Jerry Rhoads called the meeting

Swearing-In Ceremony Warren Norman

The

| <u>Name</u> | <u>Department</u> | <u>Effective Date</u> |
|--------------------|--------------------------|---|
| Kevin Conner | Facilities Management | 06/03/2020 06/05/2020 06/11/2020 |
| David Cunningham | Facilities Management | 05/31/2020 |
| Allisen Greathouse | Residence Life | 06/15/2020-06/29/2020 |
| Joanne Guns | Resident Halls | 05/27/2020-06/30/2020 |
| Kimberly Johnson | Student Support Services | 05/13/2020-08/21/2020 |
| Steven Mathis | Facilities Management | 06/05/2020 |
| Andrea Rogers | University Store | 05/20/2020 05/26/2020-05/29/2020 06/02/2020-06/05/2020 06/29/2020-07/13/2020 |

Dr. Tharpe moved that the Board of Regents, upon the recommendation of the President of the University, approve the action items on the Consent Agenda as submitted. Mr. Owens seconded and the motion carried unanimously.

Board Development Office of Multicultural Initiatives, Student Leadership and Inclusive Excellence, report received

Dr. Jackson expressed appreciation to Dr. S.G. Carthell, Executive Director of the Office of Multicultural Initiatives, Student Leadership and Inclusive Excellence and his team and students for everything they do for Murray State University and the campus community. Dr. Robertson added that during his tenure at Murray State Dr. Carthell has created more traditions than any other staff member. The office provides services to all students with a focus on the underrepresented minority population. As a direct result of the work of Dr. Carthell and his team, underrepresented minority student retention has increased 5 percent.

Dr. S.G. Carthell reported the following:

- Ø Background information related to the work of the Office of Multicultural Initiatives, Student Leadership and Inclusive Excellence (OMI) was included in the eBoard book.
- Ø The Emerging Scholars Institute (ESI) continues to excel both in academic and student involvement on campus. Last year the program started with 101 students and ended with 87 who completed over 2,000 hours of community service and more than 26,300 study hours while maintaining a median grade point average (GPA) of 3.17 for the program. This was accomplished even after transitioning to remote instruction.
- Ø Program participants have maintained an average 3.0 GPA for eleven consecutive years and appreciation was expressed to graduate students and Faculty Liaisons working with the ESI program. Faculty Liaisons include Dr. Donald Adongo, Associate Professor in the Department of Mathematics and Statistics and Dr. Alicia Carthell, Assistant Professor in the Department of English and Philosophy. This success has also been accomplished with support from the Provost's Office by providing access to Faculty Liaisons, in addition to the work of the Minority Graduate Fellows. During the remote period, over 108 welfare checks were conducted and all ESI students were contacted personally through various means. Phone calls were made in an effort to help students stay focused academically and provide any needed assistance with remote learning.
- Ø Community engagement undertaken by the OMI includes Dr. Martin Luther King, Jr. Day where a large community Day of Service project was carried out. Events also included a Community Breakfast and appreciation was expressed to all across campus who collectively made this event a success.
- Ø The Black Student Council offered a panel discussion about professionalism in a diverse setting and a number of black faculty and staff, in addition to Regent Owens, participated in the event. Approximately

- Ø The Boot Camp held prior to the beginning of the semester represented a virtual two-day camp for incoming students. Over 40 students signed up for the Boot Camp and 31 actually participated. These students were provided with a variety of activities, including academic and student engagement sessions and a fair was held relative to their particular majors. A focus was also placed on leadership in an effort to help students understand opportunities for involvement on campus. Appreciation was expressed to the senior administration and Regent Owens for their participation in this event.
- Ø The Racer Achievement program represents a collaborative effort between the OMI and the Office of Student Engagement and Success. As part of this effort, any student requiring additional support participates in the Connected program which is led by the Faculty Liaisons. The Connected program is designed to help students make the transition from high school to college and familiarize them with the intensity of work that occurs at the collegiate level. All first-year OMI students are included in the Connected program. The Racer Achievement students also receive a Peer Mentor to assist them, in addition to a Success Coach, and is a program these students must go through to help with their health and wellness and addresses any diversity and inclusion concerns.
- Ø Diversity and Inclusion Listening Sessions are also being offered this semester. The first Listening Session focused on race and was very well attended. Appreciation was expressed to senior leadership for their participation, in addition to Regents Tharpe and Owens. The next Listening Session will be held with the academic Deans.
- Ø The Diversity, Equity and Inclusion Summit will be held virtually in October. Dr. Aaron Thompson, President of the Kentucky Council on Postsecondary Education (CPE), will be the Keynote Speaker for this event which will also include Grand Conversations with community, national and regional leaders and distinguished alumni. Breakout sessions will be offered during the afternoon to allow for reflection and determining steps to help the University move forward to ensure it is welcoming and inclusive for everyone.
- Ø LGBT programming was also provided in terms of support teams and Safe Zone training.
- Ø A video was shown highlighting additional features of the Office of Multicultural Initiatives, Student Leadership and Inclusive Excellence, the Dr. Marvin D. Mills Multicultural Center and the Emerging Scholars Institute to continue to uphold the mission and principles of Murray State University. Appreciation was expressed to those students involved in producing the video presented.

On behalf of the Board, Chair Rhoads expressed appreciation to Dr. S.G. Carhell for his efforts to fulfill the mission of the Office of Multicultural Initiatives, Student Leadership and Inclusive Excellence to advocate for and encourage a campus environment that embraces diversity and helps students grow personally and academically. The programs being offered certainly fulfill that mission and all are proud of Murray State's focus on diversity initiatives. Dr. Tharpe applauded the efforts being undertaken in the OMI and at Murray State, especially in this current environment. He suggested these efforts continue because they should remain in front of the citizens of Kentucky and Murray and internationally. Mr. Owens expressed appreciation to Drs. Jackson and Robertson for recognizing the value of diversity and inclusion on the campus of Murray State University. Dr. Carhell should also be commended for his continuing work to be

grants and federal aid, and help families work through the federal Free Application for Federal Student Aid (FAFSA) process. Appreciation was expressed to Mrs. Cain and her staff for their work in this important area. Dr. Robertson indicated the Student Financial Services Office is critical to the success of Enrollment Management. Chair Rhoads added that the number one reason students drop out of college is usually financially related and this represents a significant component of retention efforts.

Mrs. Cain highlighted the following:

- Ø Student Financial Services monitors scholarships, financial aid and the Bursar's Office and the team consists of 24 employees.
- Ø This year there were 4,937 total scholarship applications, an increase of 15 percent over last year. Mailings are provided to students, in addition to social media messaging, texts and yard signs, to make them aware of scholarship opportunities. Both academic and need-based scholarships are offered but an application must be on file before a student's account can be reviewed. There were 1,763 first-time freshmen applications, an increase of 14 percent over last year. In total, 6,205 students were awarded scholarships.
- Ø A summary of all aid managed by Student Financial Services was provided. The office manages scholarships, federal and state aid, state waivers, third-party contracts and scholarships and University and Federal Work-Study programs. Overall, the office is responsible for managing over \$115 million each year in aid to assist students. This figure includes monies provided from the federal Coronavirus Aid, Relief and Economic Security (CARES) fund and over \$45 million in institutional aid. Approximately \$11.5 million in Pell grant aid is awarded annually to students.
- Ø A summary of need-based awards was provided and the Murray Promise was highlighted in detail. This initiative amounted to 78 students being awarded \$137,266 in aid due to changes made this past year, an increase of over \$85,000 from the previous year. The new Racers Give and Sustainability awards were also highlighted. The Mills Scholarship budget increased by ten Blue awards (\$2,000 annually) for Fiscal Year 2021 (FY21). A request was made for a summary to be prepared of all scholarship awards which should include the amount and target audience for those awards.
- Ø An IPEDS ai

financial aid which represented a significant effort. There were over 35 paper forms students were previously required to complete and that has now been reduced to ten electronic forms. The process is also 100 percent electronic and mobile friendly.

- Ø Additional service updates included implementation of a new phone process with queue waiting for students and parents, departmental email being answered by many staff members to decrease response time and providing personalized cost sheets to all first-time students during Summer Orientation. Individual appointments are also frequently scheduled for families to meet with Student Financial Services staff – such as Admitted Student Weekend, high school visits and Summer Orientations.
- Ø Racer One Stop is a service center that provides a centralized location for students to receive information about student accounts, financial aid, scholarships, tuition, bill payments, registration and student records. These are typically offered during the first two weeks of each semester in the Curris Center and involve many offices across campus.
- Ø In response to the pandemic, three convenient Racer One Stop options were developed for students, allowing them to choose the option that best met their needs. A self-service module was developed for all students that is linked to their myGate account for general questions and is available 24/7 with no waiting lines. Virtual Racer One Stops were also developed as the best option for students with more specific questions who want to meet one-on-one with University staff, various offices and a general academic advisor without visiting campus buildings. The last option involved face-to-face meetings with University staff and others immediately prior to the start of the fall and spring semesters. Staff visited with 438 students in person and last spring this number was over 1,000. Efforts were focused on proactively reaching out to students and their families who had not contacted the University to try to answer their questions prior to arriving on campus and eliminate the need for an in-person visit.

Appreciation was expressed by many Regents to Mrs. Cain and her staff for all they do. Providing these professional services helps students and their families and illustrates the University's focus on student well-being which further enhances recruitment efforts. These efforts are also very much appreciated by the students and their families.

This report was presented for informational purposes only and required no Board action.

Report of the Chair, received

Chair Rhoads reported that in the near future Regents would receive an email from Secretary Hunt soliciting input on their top four Board committee preferences. This email will be sent out once the vacant Regent position on the Board has been filled through gubernatorial appointment.

This report was presented for informational purposes only and required no Board action.

Board of Regents Delegation of Authority, ratified

Chair Rhoads reported that on December 4, 2014, the Murray State Board of Regents approved

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anticipated. She cannot imagine anyone else charting the way for the University and is very thankful for their leadership as there was no playbook for this current environment.

On behalf of the Board, Chair Rhoads expressed appreciation to the faculty of Murray State University. Vice Chair Crigler echoed this sentiment for all faculty and staff and the University leadership and thanked all for their hard work.

Adjournment

The Academic Excellence and Scholarly Activities Committee adjourned at 10:03 a.m.

Athletics Committee

Eric Crigler – Chair
Jerry Rhoads
Lisa Rudolph
Phil Schooley
Don Tharpe

Mr. Crigler called the Athletics Committee to order at 10:03 a.m. and reported all other members

Charter defines three different aspects, including the reporting structure of Internal Audit to both the President and the Board of Regents which helps maintain independence, the duties of the Board in approving the Charter and the annual Audit Plan and the duties of the Internal Auditor

- Overall, undergraduate numbers are down slightly (2.3 percent) but graduate student enrollment is up significantly.
- Degree-seeking graduate and undergraduate student numbers are up overall by 1 percent from last year (without Racer Academy).

Ø Preliminary retention data included the following highlights:

- 79 percent of freshmen students overall who enrolled in fall 2019 were retained to fall 2020 (80 percent for freshmen enrolled in a baccalaureate program). Other freshmen are those who have not earned the number of credit hours needed to be classified as sophomores.
- 75 percent of underrepresented minority students were retained and this is up 5 percent from the year before and this is due in large part to the efforts of Dr. S.G. Carthell and his team.
- Data was presented for the other enrollment categories as well. Many are involved in additional initiatives to continue to improve retention.
- The University's first enrollment

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Projects Approval, funding designated

Ms. Dudley reported that projects over \$200,000 and up to the threshold denoted by Kentucky statute should be reviewed by the Board Chair and the President and a determination made in

Work will be undertaken in the next Legislative Session to encourage legislators

Program. ECOLAB USA is a global company specializing in water hygiene and infection

Dr. Tharpe moved that the Board of Regents, upon the recommendation of the President of the University, adopt the revised *Board of Regents Policy Manual Section 2.24 Sexual Violence and Misconduct, Relationship Violence and Stalking Policy* revisions as presented in this first reading. Dr. Shemberger seconded and the motion carried unanimously.

Mr. Miller confirmed that any time changes are proposed at the federal or state level or there is a new case in the 6th Circuit or at the Supreme Court level in this regard, he will have conversations with the President, the Title IX Office and Student Affairs to make sure what the University is doing complies with any new legal developments. President Jackson confirmed that policies are reviewed regularly by Counsel Miller, Mrs. Duffy and others in regard to any guidance provided at the state or federal level.

Personnel Changes Salary Roster, approved

Dr. Jackson reported that in compliance with state statutes and the responsibilities of the University Treasurer as identified in the *Bylaws* of the Murray State University Board of Regents, the attached Salary Roster outlines the amount paid to each professor, teacher or official of the school. The Salary Roster is presented to the Board at the meetings following June 30 and December 31 each year.

Mr. Crigler moved that the Board of Regents, upon the recommendation of the President of the University, approve the Salary Roster as of June 30, 2020, which includes new employment, retirements, resignations and terminations. Mr. Owens seconded and the roll was called with the following voting: Mr. Crigler, yes; Mrs. Gray, yes; Ms. Green, yes; Mr. Norman, yes; Mr. Owens, yes; Mrs. Rudolph, yes; Mr. Schooley, yes; Dr. Shemberger, yes; Dr. Tharpe, yes and Mr. Rhoads, yes. The motion carried unanimously.

(See Attachment #14)

Supplemental Materials


Dr. Jackson reported that Regents were provided with supplemental reports in the eBoard book, including the “Good News” Report – June 2020; Quarterly Branding, Marketing and Communication Report – April – June 2020 and Sponsored Programs – Grants and Contracts Report. The Litigation Status Report prepared by General Counsel Miller was provided in a separate, confidential eBoard book. These reports were provided for informational purposes only and required no Board action.

Other Business/Adjournment

Chair Rhoads reminded the Board to complete and sign the Conflict of Interest Statement provided during the Retreat yesterday and return to Secretary Hunt. The next Quarterly Board of Regents Meeting will be held on December 4, 2020, via ZOOM.

There being no further business to come before the Board, Chair Rhoads requested a motion for the Board of Regents Quarterly and Committee Meetings to adjourn. Dr. Shemberger so moved, seconded by Mrs. Gray, and the motion carried unanimously. Adjournment was at 11:30 a.m.


Chair Jerry Rhoads


Secretary Jill Hunt

